

THE TRICKLE DOWN EFFECT

HOW SAFESPORT IMPACTS
YOUR ORGANIZATION AND
EVERY SAILOR

US SAILING AND SAFESPORT

SafeSport & US Sailing



The safety of our sailors is of paramount importance to US Sailing. US Sailing has a **ZERO TOLERANCE** for abuse and misconduct. This includes not only on-water safety, but also safety ashore in any part of US Sailing's programs. US Sailing is committed to creating safe and fun environments for all of our athletes, youth and adult.

US Sailing SafeSport is our program policies related to on shore safety. Everyone has a role to play in creating a healthy setting in our sport of sailing. SafeSport helps raise awareness about misconduct in sport, promote open dialogue, and provide training and resources for our individual members, member organizations, athletes, coaches, parents, and volunteers. US Sailing has long had systems in place to protect participants from physical abuse, sexual abuse and other types of misconduct that can be harmful to sailors and other participants. These include policies without limitation with regard to Physical Misconduct, Sexual Misconduct, Bullying and Harassment, Hazing, Electronic and Social Media Communication, and Travel Policies. In addition, we have Codes of Conduct applicable to administrators, coaches, officials, parents, players and spectators. The US Sailing SafeSport Handbook is intended to inform and provide guidance to our sailing constituents about SafeSport policies to protect our sailors from all types of misconduct and abuse.



- US Center for SafeSport
- US Sailing SafeSport Handbook
- 2017 List of Covered Individuals
- Report an Incident
- US Sailing Championships Code of Conduct

TOP



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SAFESPORT PROGRAM HANDBOOK

Covered Individuals for US Sailing under Safe Sport policies include the following:

Group 1*

- All US Sailing Staff and Interns
- Board of Directors
- Olympic Sailing Committee

Group 2*

- US Sailing Championships and US Sailing Team:
 - Staff coaches; Contract coaches; US Sailing Coach applicants
 - Support personnel to include but not be limited to medical; therapeutic; boat wrights

Group 3 Other individuals agreed by the Safe Sport Entity and an NGB to be within the Safe Sport Entity's jurisdiction

- US Sailing Certified Race Officials for US Sailing Championships and other events for which US Sailing is the Organizing Authority such as: PROs; umpires, judges and measurers **
- Educational personnel to include Master Trainers and Instructor Trainers**

NOTE: Reporting conduct to the US Sailing or to the U.S. Center for SafeSport—Response & Resolution Office that may also be criminal **does not** satisfy any obligation you may have under state or federal law to report known or suspected child abuse or neglect. If you have reason to suspect child abuse or neglect, report it to appropriate authorities.

If your concern deals with a ***possible incident of sexual misconduct*** by a Covered Individual please report it to the US Center for SafeSport Response and Resolution Office.

US Center For SafeSport – Response and Resolution Office

<https://safesport.org/response-resolution/report>

Phone: 1 (720) 524.5640. Monday–Friday, 8am–5pm MT.

If you concern deals with a possible incident of ***other misconduct—i.e. emotional and physical misconduct, electronic or media related misconduct, travel policy***, please report to US Sailing.

US Sailing Reporting Channels:

Email: safesport@ussailing.org

Dedicated Phoneline: 1-401-342-7966

Report An Incident

Provide as much information as possible about the person you are reporting.

Name *

First Name

Last Name

Age or Approximate Age

Gender

- ☐ Male
☐ Female

Address

Street Address

Street Address Line 2

City

State

Zip Code

Safe Sport

Katie Hanna

US Center for SafeSport



U.S. CENTER FOR
SAFESPORT

CHAMPION RESPECT. END ABUSE.

*Our mission is to make athlete wellbeing the
centerpiece of our nation's sports culture.*

Who We Are

- Created by the USOC
- An **independent** non-profit organization
- Headquartered in Denver, Colorado
- Training programs and SafeSport Code are utilized by the U.S. Olympic and Paralympic Movements, including each of the 49 NGBs



What We Focus On

- Bullying
- Harassment
- Hazing
- Physical abuse
- Emotional abuse
- Sexual misconduct and abuse



Who We Focus On

- Education and Training:
 - Sports participants at EVERY level
 - From rec leagues to the pros
 - All ages
 - U.S.
- Reporting and Investigating:
 - Safe, professional and confidential place for individuals to report sexual abuse within the U.S. Olympic and Paralympic Movements



What We Do – Education & Outreach



Training



Resources



Consultation

Online Training





2018 Online Training

- Parent Course
- Refresher Course
- Courses translated into Spanish & French





2018 Resources

- SafeSport Handbook: *Recognizing, Reducing and Responding to Misconduct in Sport: Creating Your Strategy*
- Preventing Bullying: What Great Coaches Need to Know
- Parent Toolkit
- Youth Resources





Consultation

- Sharing best practices
- Facilitating idea exchange & support across sport
- Identifying research partners & pilots
- Climate surveys & long-term change
- **Collaborating on new projects & ideas**



What We Do – Response & Resolution

Sexual misconduct

We respond to any report of a SafeSport Code violation involving sexual misconduct for the U.S. Olympic and Paralympic Movements.

Other misconduct

We take on other types of Code violations on a case-by-case basis.

Expert investigation

Experts in the field evaluate each report and pursue matters within the Center's purview.

Sanctions

Sanctions, up to a lifetime ban across all Olympic sports, can be issued by the Center when a SafeSport Code violation is substantiated.



SafeSport Code Application

“COVERED INDIVIDUALS”

Any individual who:

- (a) currently is, or was at the time of a possible violation of the Code and its appendices, within the governance or disciplinary jurisdiction of an NGB or who is seeking to be within the governance or disciplinary jurisdiction of an NGB
- (b) is an Athlete or Non-athlete Participant that an NGB or the USOC formally authorizes, approves or appoints to a position of authority over Athletes or to have frequent contact with Athletes.



Reporting & Confidentiality

WHO & WHAT

- USOC/NGBs, Covered Individuals over the age of 18 (except Reporting Parties)
- Promptly report
- Possible sexual misconduct, conduct related to sexual misconduct and proactive policies

LEGAL OBLIGATIONS

The Office will report suspected child sexual abuse or neglect to appropriate law enforcement. However, fulfilling reporting obligations to the Office does not satisfy any obligation a Covered Individual may have to report under federal or state law → in other words, always report to law enforcement as appropriate



Reporting & Confidentiality

HOW

- Directly to Response & Resolution Office
- Anonymous reporting permitted

NO STATUTE OF LIMITATIONS

Civil, criminal statutes of limitations do not apply





Sexual Misconduct Incident Reporting Form

Background Information

YOU MAY REPORT ANONYMOUSLY. If you choose to report anonymously, please write ANONYMOUS where it says "Your full name." If you would prefer to report by phone, please call [720-531-0340](tel:720-531-0340). Callers may remain anonymous.

Your full name:

Your position/title:

Your phone number:

Your email address:

Date of incident (Required):

YYYY-MM-DD



Sport/Organization (REQUIRED):



SafeSport Helpline (Web + App)

Access live,
confidential help
over the phone—
[866-200-0796](tel:866-200-0796).

<https://www.safesporthepline.org/>



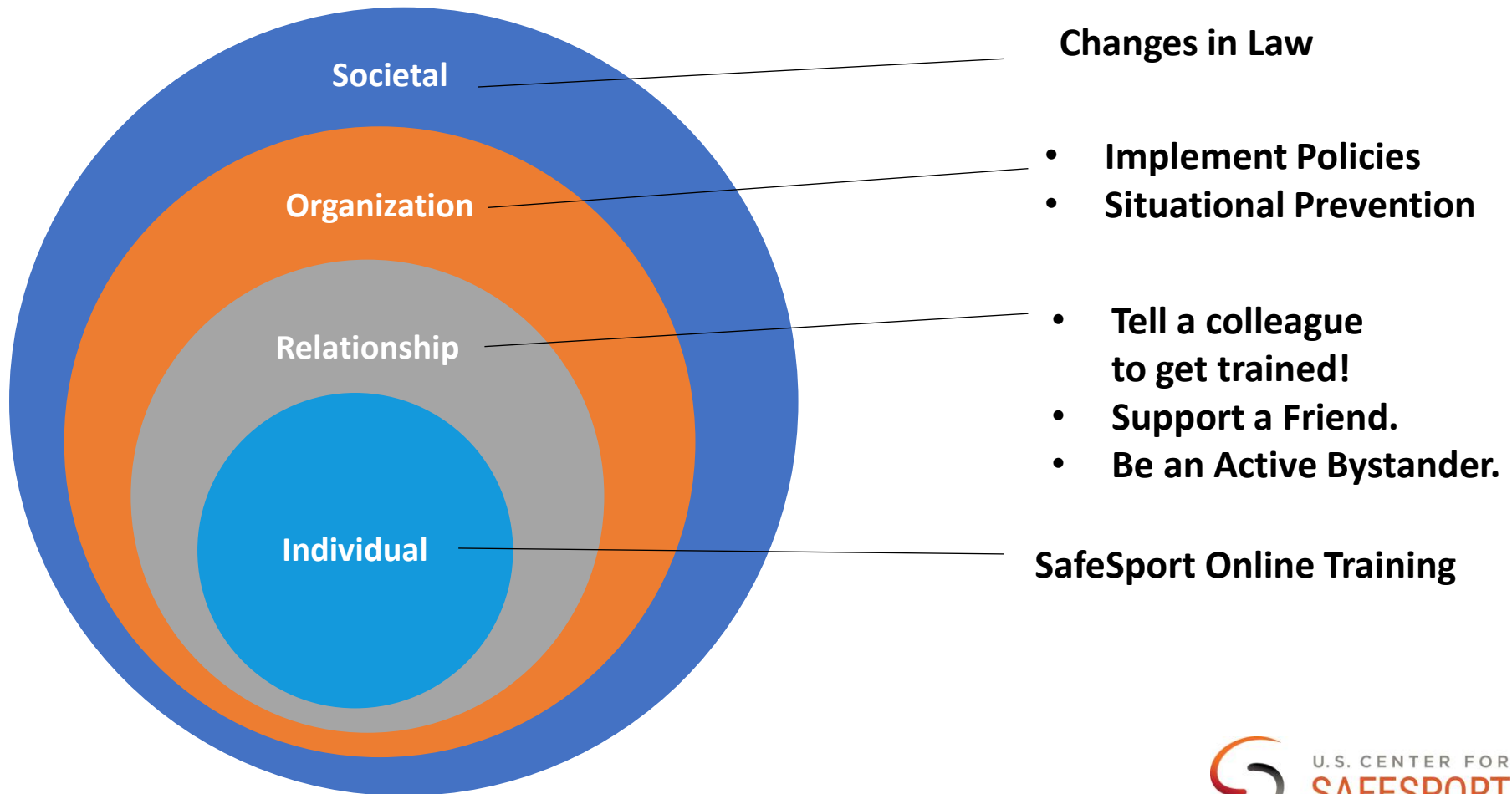
S. 534 Highlights

Protecting Young Victims from Sexual Abuse and Safe Sport Authorization Act of 2017

- Authorizes U.S. Center for SafeSport
 - Policies, procedures
- Mandated reporting immediately of any allegation of child abuse of an amateur athlete who is a minor to U.S. Center for SafeSport & law enforcement
- Protect against retaliation of reporting party
- Increase federal statute of limitations



What Can You Do?



YOU are Part of the Solution.





U.S. CENTER FOR
SAFESPORT
CHAMPION RESPECT. END ABUSE.

www.safesport.org

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720.531.7011



Your Opinion Matters

Please open the **Sailing Leadership Forum app** and complete the **session survey** found in the **menu bar** for a chance to win a **free drink ticket!**

Thank you for attending this session



SafeSport

TM

Casey Jorgensen

USA Hockey Membership

- Approximately 620,000 players, coaches and officials
- 375,000 Youth players and 180,000 Adult players
- 58,000 coaches
- 25,000 officials
- 30,000 “other” volunteers (registered)

Organization and Structure

- National Organization
 - Large Board
 - Staff
- 34 Regional Affiliates
- Affiliates handle discipline
- Each Affiliate has a SafeSport Coordinator
- The Affiliates oversee and govern the local programs
- 3,000 local hockey programs
- Most local programs have a SafeSport Coordinator

SafeSport in Hockey

- Urgency hit us in November 2011
- Fear
- What systems did we have in place?
 - Screening
 - Physical and Sexual Abuse Policies
 - Disciplinary System
- Swimming presentation crystalized it for us
- January 2012 challenged our organization
- June 2012 adopted handbook
- September 2012 implemented our program

Customizing SafeSport

- How is your sport different?
 - Team/individual
 - Physical/aggressive
 - Gender
 - What does coaching look like?
- What does your organization look like?
 - How do you get buy in?
 - How do you implement the programs?
 - How do you mandate them?

SafeSport Training

	<u>2014-15</u>	<u>2015-16</u>	<u>2016-17</u>	<u><i>Refresher</i></u>
Coaches:	45,687	76,450	91,113	34,914
Referees (>18):	12,689	24,837	29,549	13,068
Manager/Vol:	14,958	31,256	43,227	8,056
Total:	73,334	132,543	163,889	56,488

- Training became available and was introduced in 2013
- Training required every other season.
- Training available year round.
- Refresher Course is approximately 30-35 minutes.
- Parent Training

SafeSport Training By Affiliate

- Approximately 620,000 players, coaches and officials
- 375,000 Youth players and 180,000 Adult players
- 58,000 coaches
- 25,000 officials

Training by Affiliate

Affiliate	Coaches	SSV - C	Complete	Refs (18)	SSV - R	Complete	Others	SSV - O	Complete
Alaska State Hockey Association	634	585	92%	228	204	89%	336	238	71%
Amateur Hockey Association Illinois Inc.	2641	2437	92%	768	703	92%	1515	1146	76%
Arizona Amateur Hockey Association	383	322	84%	183	163	89%	474	324	68%
Atlantic Amateur Hockey Association	3797	3504	92%	1256	1117	89%	1996	1386	69%
California Amateur Hockey Association	1382	1313	95%	680	588	86%	1283	1105	86%
Carolina Amateur Hockey Association Inc.	491	431	88%	293	243	83%	244	153	63%
Colorado Amateur Hockey Association	1370	1290	94%	551	466	85%	707	510	72%
Connecticut Hockey Conference	1476	1423	96%	368	337	92%	922	505	55%
Idaho Amateur Hockey Association	317	288	91%	137	114	83%	207	126	61%
Land of Enchantment Amateur Hockey	170	161	95%	37	33	89%	119	102	86%
Maine Amateur Hockey Association	672	656	98%	183	162	89%	177	81	46%
Massachusetts Hockey	6038	5209	86%	1215	1072	88%	674	343	51%
Michigan Amateur Hockey Association	4397	4068	93%	1318	1171	89%	2612	1631	62%
Mid-American Hockey Association	4089	3809	93%	1016	918	90%	2131	1537	72%
Mid-West Amateur Hockey Association	823	748	91%	253	225	89%	1272	913	72%
Minnesota Hockey	9083	8746	96%	1318	1230	93%	4566	2900	64%
Missouri Hockey Inc	1044	985	94%	219	202	92%	365	286	78%

<u>Affiliate</u>	<u>Coaches</u>	<u>SSV - C</u>	<u>Complete</u>	<u>Refs</u>	<u>SSV - R</u>	<u>Complete</u>	<u>Others</u>	<u>SSV - O</u>	<u>Complete</u>
Montana Amateur Hockey Association	268	255	95%	186	168	90%	365	289	79%
Nevada Amateur Hockey Association	33	31	94%	54	49	91%	32	25	78%
New Hampshire Amateur Hockey	935	873	93%	239	217	91%	264	179	68%
New York State Amateur Hockey	5076	4769	94%	1385	1255	91%	1860	1315	71%
North Dakota Amateur Hockey Association	780	738	95%	264	239	91%	712	545	77%
Oregon State Hockey Association	172	160	93%	90	77	86%	58	41	71%
Pacific Northwest Amateur Hockey	648	600	93%	247	220	89%	627	482	77%
Potomac Valley Amateur Hockey	1909	1780	93%	515	455	88%	938	617	71%
Rhode Island Amateur Hockey Association	535	474	89%	109	87	80%	63	24	77%
South Dakota Amateur Hockey Association	367	355	97%	77	70	91%	132	39	66%
Southern Amateur Hockey Association Inc.	429	393	92%	352	306	87%	256	165	38%
Statewide Amateur Hockey of Florida Inc.	482	433	90%	402	345	86%	270	185	30%
Texas Amateur Hockey Association	922	822	89%	376	329	88%	572	453	64%
Utah Amateur Hockey Association	333	294	88%	104	96	92%	170	103	69%
Vermont Amateur Hockey Association	492	475	97%	147	136	93%	166	98	79%
Wisconsin Amateur Hockey Association	2398	2255	94%	493	453	92%	1167	764	61%
Wyoming Amateur Hockey Association	251	226	90%	75	61	81%	112	78	59%
TOTALS	54837	50908	93%	15138	13511	89%	27364	18688	68%



2016-2017 Official Team Roster



Original Approval: Thu Sep 29 2016 08:06:57 Mountain
Standard Time
Last Updated: Thu Sep 29 2016 06:14:24 Mountain Standard
Time
Approved by: Planet, Neural

Program: MIH0000 Association: MICHIGAN AHA	Team: CT test team Team ID: 7MIH0000-29RYMTC1C	Classification: 8 & Under (Mite) Category: Cross Ice Division: C
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Players (9)

Last Name	First Name	DOB	DOB Verification	Transfer Status	#	Position	Zip
BUGLIONE	JOSHUA	06/1989		N/A	-	None	06357
COHEN	SAMUEL	12/1991		N/A	-	None	06085
GRUSSE	RACHEL	06/1992		N/A	-	None	06033
KONVENT	TYLER	08/1983		N/A	-	None	06109
KUNTZ	ANTHONY	05/1991		N/A	-	None	06066
LAVOIE	KELLY	02/1972		N/A	-	None	06513
PELLETIER	RYAN	09/1989		N/A	-	None	06237
SMITH	KAREN	02/1952		N/A	-	None	06512
TASHA	ADAM	05/1988		N/A	H 1, A 1	None	02324

Staff (3)

Last Name	First Name	Position	Card Number	Level Certified	Certification Expires	CAS Modules	Safe Sport	Screening
FOX	DAMAN	Head Coach	441146	3	12/31/2018	PW12, SQ10	Verified	Incomplete
RUGGIERO	ROBERT	Coach	407419	4	12/31/20**	MT08, SQ10	Verified	Incomplete
ADIS	CHRISTOPHER	Team Rep/Manager	N/A	N/A	N/A	None	Verified	Completed

Redlined Staff (1)

Last Name	First Name	Position	Comments
NAGEL	MARK	Head Coach	Modules needed

Note: Redlined staff are not eligible for any team activity. Please see comments for reasoning.

Team Officials agree to abide by all Rules and Regulations of USA Hockey and Affiliate Association. A "V" in the V column (DOB Verification) indicates the DOB has been verified by USAH; no additional documents are required. An open circle in the C column indicates a Non-US Citizen without a completed transfer. A circle with a S or T indicates a transfer has been completed. S-Student Visa and T-other approved Visa. Individuals listed as a Mgr/Team Rep may not participate in on-ice activities, or be on the bench during games.

SafeSport Reports to USAH

<u>Season</u>	<u>2013-14</u>	<u>2014-15</u>	<u>2015-16</u>	<u>2016-17</u>
September	10	15	16	22
October	19	33	35	54
November	25	34	44	55
December	19	42	47	56
January	22	48	74	103
February	24	48	85	90
March	17	34	43	43
April	9	14	15	11
May	2	6	11	16
June	8	1	6	9
July	4	4	6	5
August	5	9	13	18
TOTAL	164	288	395	482

Some Feedback

*“BTW, I am now on our 6th complaint.... One byproduct that I doubt anyone thought of is that when upset parents learn that myself and SafeSport exist, **they are quite thankful that this program is there for them.** There is a palpable attitude amongst our constituents that nobody really cares about their concerns and that the “good old boys” will sweep the ugliness under the rug. I make it clear that although I AM NOT their ombudsman, I am a fair and impartial investigator that will insure that the matter is fully looked into and ultimately resolved... in each case so far **they have expressed gratitude that things are being handled in this fashion** and are appeased to an extent (regardless of the outcome) just by virtue of the program and its inherent fairness and attention. **I would argue that SafeSport will ultimately aide in recruitment and retention of families, in addition to safety improvement and liability reduction.***

Now having experienced the impact and importance of SafeSport from these varied perspectives, I am a true believer and staunch proponent. I dare say it far more important than anyone conceived it to be.”

Comment on Verbal Abuse and Bullying

"I would also like to point out that this incident should be used as a learning tool as well. The majority of the abuses reported to me, which happen on a daily basis, relate to verbal abuse issues between teammates. In almost every case, those accused of the abuse claim that it is done with jocularly and all in good fun... unfortunately, the victims don't seem to be having much fun with it. Further, during my investigations, parents tend to take the "not my little boy" attitude and coaches claim they didn't think it was that bad. The impact that verbal abuse can have varies from person to person- plain and simple. To some, it can be tremendously harmful - especially when delivered by teammates that the victim likes, respects, and may well idolize to some degree.

*Please use this opportunity to remind your kids, whether you believe they would be involved in this type of behavior or not, that there is no place for bullying, verbal abuse, teasing, or harassment... in Minnesota Hockey programs and activities for sure, and hopefully in school and other areas of their lives as well. Most kids don't take this too seriously until they become victims themselves. **Many people feel that it is silly to expect to eliminate this behavior, and in the short term that may well be true to an extent. But, we have to try, and we have to start somewhere... Minnesota Hockey's youth hockey teams seems like a good place to give it a shot.**"*



SafeSport

TM

Casey Jorgensen
USA Hockey General Counsel
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