

USA FOOTBALL SAFE SPORT POLICY

INTRODUCTION

There are many reasons to play football. It encourages a healthy lifestyle, builds self-confidence, and teaches important life lessons about teamwork and discipline. Football players, and athletes in general, also do better off the field. They learn goal-setting, teamwork and time management skills; they are less likely to use cigarettes, drugs and alcohol; they have higher graduation rates and are more likely to attend college.

Unfortunately, youth sports (including football) can also be a high-risk environment for misconduct, including child physical and sexual abuse.

USA Football is committed to protecting and improving the development and safety of athletes and participants involved in football.

USA Football publishes this USA Football Safe Sport Policy (the “Policy”) as a resource to guide the development, implementation and internal review of effective athlete safety and misconduct prevention strategies for USA Football programs and events, and as a model for youth and amateur football organizations. This Policy applies to USA Football staff members, volunteers, contractors, and National Team coaches (collectively, “USAFB Staff”) as well as to athletes and participants.

Misconduct may damage an athlete’s psychological well-being. Athletes who have been mistreated experience social embarrassment, emotional turmoil, psychological scars, loss of self-esteem and negative impacts on family, friends and the sport. Misconduct often hurts an athlete’s competitive performance and may cause him or her to stop participating in sports entirely.

This Policy identifies 6 primary types of misconduct:

- Bullying
- Harassment
- Hazing
- Emotional Misconduct
- Physical Misconduct
- Sexual Misconduct, including Child Sexual Abuse

All forms of misconduct are intolerable and in direct conflict with USA Football’s ideals.

WHAT'S IN THE POLICY?

USA Football has adopted six strategies recommended by the Centers for Disease Control (CDC) to recognize, reduce and respond to child physical and sexual abuse and other types of misconduct in sport.¹ These strategies include:

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¹ See Saul J, Audage NC. *Preventing Child Sexual Abuse Within Youth-serving Organizations: Getting Started on Policies and Procedures*. Atlanta (GA): Centers for Disease Control and Prevention, National Center for Injury Prevention and Control; 2007.

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Strategy 1: Defining Misconduct

Overview

In the event that any USAFB Staff, athletes, or participants observe inappropriate behaviors, suspected physical or sexual abuse, or misconduct, it is the personal responsibility of the individual to immediately report his or her observations to an immediate supervisor or a USA Football senior executive (e.g., Executive Director, Senior Director or General Counsel).

Do not attempt to evaluate the credibility or validity of child physical or sexual abuse allegations as a condition for reporting to appropriate law enforcement authorities. Instead, immediately report suspicions or allegations of child physical or sexual abuse to an immediate supervisor or a USA Football senior executive (e.g., Executive Director, Senior Director or General Counsel).

USA Football recognizes that the process for training and motivating athletes will vary with each coach and athlete, but it is nevertheless important for everyone involved in sport to support the use of motivational and training methods that avoid misconduct.

USAFB Staff, athletes and participants shall refrain from all forms of misconduct, which include:

- 1) Sexual misconduct, including child sexual abuse
- 2) Physical misconduct
- 3) Emotional misconduct
- 4) Bullying
- 5) Harassment
- 6) Hazing

Definitions

Sexual Misconduct

Sexual misconduct is defined as:

- 1) Any touching or non-touching sexual interaction that is (a) nonconsensual or forced, (b) coerced or manipulated, or (c) perpetrated in an aggressive, harassing, exploitative or threatening manner;
- 2) Any sexual interaction between an athlete and an individual with evaluative, direct or indirect authority. Such relationships involve an imbalance of power and are likely to impair judgment or be exploitative; or
- 3) Any act or conduct described as sexual abuse or misconduct under federal or state law (e.g. sexual abuse, sexual exploitation, rape).

Note: An imbalance of power is always assumed between a coach and an athlete or a staff member and their supervisor.

Types of Sexual Misconduct

Types of sexual misconduct include:

- 1) sexual assault,
- 2) sexual harassment,
- 3) sexual abuse, or
- 4) any other sexual intimacies that exploit an athlete. **Minors cannot consent to sexual activity with an adult** and all sexual interaction between an adult and a minor is strictly prohibited.

Exceptions

None

Examples

Examples of sexual misconduct prohibited under this Policy include, without limitation:

- 1) Touching offenses.

Behaviors that include:

- (a) fondling an athlete's breasts or buttocks
- (b) exchange of reward in sport (e.g., team placement, scores, feedback) for sexual favors
- (c) genital contact
- (d) sexual relations or intimacies between persons in a position of trust, authority and/or evaluative and supervisory control over athletes or other sport participants.

- 2) Non-touching offenses.

Behaviors that include:

- (a) a coach discussing his or her sex life with an athlete
- (b) a coach asking an athlete about his or her sex life
- (c) coach requesting or sending a nude or partial-dress photo to athlete
- (d) exposing athletes to pornographic material
- (e) sending athletes sexually explicit or suggestive electronic or written messages or photos (e.g. "sexting")
- (f) deliberately exposing an athlete to sexual acts
- (g) deliberately exposing an athlete to nudity (except in situations where locker rooms and changing areas are shared)
- (h) sexual harassment; specifically, the sexual solicitation, physical advances, or verbal or nonverbal conduct that is sexual in nature, and (i) is unwelcome, offensive or creates a hostile environment, and the offending individual knows or is told this or (ii) is sufficiently severe or intense to be harassing to a reasonable person in the context.

Comments

- 1) Authority and Trust. Once the unique coach-athlete relationship is established, the authority and trust on the part of the coach over the athlete shall be assumed, regardless of age. Accordingly, sexual interaction

or intimacies between a coach and an athlete or other participant are prohibited, regardless of age, both during coaching and during that period following coaching if an imbalance in power could jeopardize effective decision-making.

- 2) Exception. This section does not apply to a pre-existing relationship between two spouses or domestic partners.

Child Sexual Abuse

Child sexual abuse is defined as:

- 1) Any sexual activity with a child where consent is not or cannot legally be given. This includes sexual contact with a child that is accomplished by deception, manipulation, force or threat of force, regardless of the age of the participants, **and all sexual interactions between an adult and a child**, regardless of whether there is deception or the child understands the sexual nature of the activity.

Note concerning peer-to-peer child sexual abuse: Sexual contact between minors also can be abusive. Whether or not a sexual interaction between children constitutes child sexual abuse turns on the existence of an aggressor, the age difference between the children, and/or whether there is an imbalance of power and/or intellectual capabilities.

- 2) Any act or conduct described as child sexual abuse under federal or state law.

Exceptions

None

Examples

Sexually abusive acts may include sexual penetration, sexual touching or non-contact sexual acts such as verbal acts, sexually suggestive electronic or written communications, exposure or voyeurism.

Physical Misconduct

Physical misconduct is defined as:

- 1) Conduct that results in, or reasonably threatens to result in, physical harm to an individual; or
- 2) Any act or conduct described as physical abuse or misconduct under federal or state law (e.g. child abuse, child neglect, assault).

Exceptions

Physical misconduct does not include professionally-accepted coaching methods of skill enhancement, physical conditioning, team building, appropriate discipline or improving athlete performance. For example, hitting, punching, and kicking are well-regulated forms of contact in combat sports, but have no place in swimming.

Examples

Examples of physical misconduct prohibited by this Policy include, without limitation:

- 1) Contact offenses.

Behaviors that include:

- (a) punching, beating, biting, striking, choking or slapping an athlete;
- (b) intentionally hitting an athlete with objects or sporting equipment;
- (c) providing alcohol to an athlete under the legal drinking age (under U.S. law);
- (d) providing illegal drugs or non-prescribed medications to any athlete;
- (e) encouraging or permitting an athlete to return to play pre-maturely following a serious injury (e.g., a concussion) and without the clearance of a medical professional; and
- (f) prescribing dieting or other weight-control methods (e.g., weigh-ins, caliper tests) without regard for the nutritional well-being and health of athlete.

2) Non-contact offenses.

Behaviors that include:

- (a) isolating an athlete in a confined space (e.g., locking an athlete in a small space);
- (b) 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); and
- (c) withholding, recommending against or denying adequate hydration, nutrition, medical attention or sleep.

Note: Bullying, harassment and hazing, defined below, often involve some form of physical misconduct.

Emotional Misconduct

Emotional misconduct is defined as:

- 1) A pattern of deliberate, non-contact behavior that has the potential to cause emotional or psychological harm to an athlete. Non-contact behaviors include verbal acts, physical acts, and acts that deny attention or support.
- 2) Any act or conduct described as emotional abuse or misconduct under federal or state law (e.g. child abuse, child neglect).

Exception

Emotional misconduct does not include professionally-accepted coaching methods of skill enhancement, physical conditioning, team building, discipline or improving athletic performance.

Examples

Examples of emotional misconduct prohibited by this Policy include, without limitation:

- 1) Verbal Acts. A pattern of verbal behaviors that (a) attack an athlete personally (e.g., calling them worthless, fat or disgusting) or (b) repeatedly and excessively yelling at a particular participant or participants in a manner that serves no productive training or motivational purpose.
- 2) Physical Acts. A pattern of physically aggressive behaviors, such as (a) throwing sport equipment, water bottles or chairs at, or in the presence of, participants; or (b) punching walls, windows or other objects.
- 3) Acts that Deny Attention and Support. A pattern of (a) ignoring an athlete for extended periods of time or (b) routinely or arbitrarily excluding participants from practice.

Note: Bullying, harassment, and hazing (defined below) often involve some form of emotional misconduct.

Bullying

Bullying is defined as:

- 1) An intentional, persistent and repeated pattern of committing or willfully tolerating physical and non-physical behaviors that are intended, or have the reasonable potential, to cause fear, humiliation or physical harm in an attempt to socially exclude, diminish or isolate the targeted athlete(s), as a condition of membership
- 2) Any act or conduct described as bullying under federal or state law

Exceptions

Bullying does not include group or team behaviors that (a) are meant to establish normative team behaviors, or (b) promote team cohesion. For example, bullying does not include verbal admonitions to encourage team members to train harder and to push through a difficult training regimen.

Examples

Examples of bullying prohibited by this Policy include, without limitation:

- 1) Physical behaviors. Behaviors that include (a) hitting, pushing, punching, beating, biting, striking, kicking, choking, or slapping an athlete; (b) throwing at, or hitting an athlete with, objects such as sporting equipment.
- 2) Verbal and emotional behaviors. Behaviors that include (a) excessive teasing, ridiculing, or intimidating; (b) spreading rumors or making false statements; or (c) using electronic communications, social media, or other technology to harass, frighten, intimidate or humiliate (“cyber bullying”).

Harassment

Harassment is defined as:

- 1) A repeated pattern of physical and/or non-physical behaviors that (a) are intended to cause fear, humiliation or annoyance, (b) offend or degrade, (c) create a hostile environment or (d) reflect discriminatory bias in an attempt to establish dominance, superiority or power over an individual athlete or group based on gender, race, ethnicity, culture, religion, sexual orientation, gender expression or mental or physical disability; or
- 2) Any act or conduct described as harassment under federal or state law

Exceptions

None

Examples

Examples of harassment prohibited by this Policy include, without limitation:

- 1) Physical offenses. Behaviors that include (a) hitting, pushing, punching, beating, biting, striking, kicking, choking or slapping an athlete or participant; (b) throwing at or hitting an athlete with objects including sporting equipment.
- 2) Non-physical offenses. Behaviors that include (a) making negative or disparaging comments about an athlete's sexual orientation, gender expression, disability, religion, skin color, or ethnic traits; (b) displaying offensive materials, gestures, or symbols; (c) withholding or reducing playing time to an athlete based on his or her sexual orientation.

Hazing

Hazing is defined as:

- 1) Coercing, requiring, forcing or willfully tolerating any humiliating, unwelcome or dangerous activity that serves as a condition for (a) joining a group or (b) being socially accepted by a group's members; or
- 2) Any act or conduct described as hazing under federal or state law

Exception

Hazing does not include group or team activities that (a) are meant to establish normative team behaviors or (b) promote team cohesion.

Examples

Examples of hazing prohibited by this Policy include, without limitation:

- 1) Requiring or forcing the consumption of alcohol or illegal drugs
- 2) tying, taping or otherwise physically restraining an athlete
- 3) sexual simulations or sexual acts of any nature
- 4) sleep deprivation, otherwise unnecessary schedule disruption or the withholding of water and/or food
- 5) social actions (e.g. grossly inappropriate or provocative clothing) or public displays (e.g. public nudity) that are illegal or meant to draw ridicule
- 6) beating, paddling or other forms of physical assault
- 7) excessive training requirements focused on individuals on a team

Comment

Activities that fit the definition of hazing are considered to be hazing regardless of an athlete's willingness to cooperate or participate.

Willfully Tolerating Misconduct

Willfully tolerating misconduct is defined as USAFB Staff knowing of misconduct, but taking no action to intervene on behalf of the athlete(s), participant(s), or USAFB Staff subjected to the misconduct.

Exception

None

Reporting

Although this Policy is designed to reduce child sexual abuse and other misconduct, it can still occur. USAFB Staff and participants of USA Football shall follow the reporting procedures set forth in USA Football's Reporting Policy.

USA Football does not investigate suspicions or allegations of child physical or sexual abuse, or attempt to evaluate the credibility or validity of such allegations, as a condition of reporting suspicions or allegations to the appropriate law enforcement authorities.

Violations

Violations of this Policy shall be reported pursuant to USA Football's Reporting Policy and will be addressed under USA Football's Disciplinary Rules and Procedure.

Strategy 2: Screening Staff, Volunteers and Contractors

USA Football conducts a criminal background check on its employees, and certain independent contractors, volunteers and temporary workers. USAFB uses a criminal background check to gather information about an applicant's prior criminal history. The information revealed by the criminal background check may disqualify an applicant from serving as USAFB Staff. Making a reasonable effort to obtain past criminal behaviors reduces the chance that USAFB Staff, athletes and other participants will come in contact with potentially dangerous individuals.

Persons Required to Submit to a Criminal Background Check

The following individuals shall be required to consent to and undergo a criminal back prior to performing services for USA Football at an interval not exceeding two years:

- 1) All employees
- 2) All volunteers, temporary workers and independent contractors if the volunteer, temporary worker or independent contractor:
 - (a) Is working or volunteering *for* USA Football (e.g., we hired, recruited or retained the person; it is USA Football's volunteer, not another group's volunteer);
 - (b) May not always be directly supervised by a USA Football employee (e.g., the volunteer recording player heights and weights does not need a background check); and
 - (c) (i) Has more contact with youth players than the general public (e.g., access to the playing field or locker rooms, and/or has physical contact with players); or (ii) Has access to confidential personal or financial information or USA Football trade secrets.

AND

- 3) All adult participants in a USA Football event or USA Football program where such adults are supervising minors or staying in accommodations paid for by USA Football

Duty of Full Disclosure

Each applicant has the affirmative duty to disclose his or her criminal history. Failing to disclose or intentionally misrepresenting an arrest plea or conviction history in an application or any other information provided by an applicant during the screening process is grounds for privilege revocation or restriction, regardless of when the offense is discovered. The duty to disclose is relevant in the following situations:

- 1) If an applicant (1) is arrested, (2) pleas or (3) is convicted of a crime other than a traffic offense during the screening process, the applicant is required to disclose such information immediately.
- 2) As allowed by applicable law, in the event a person is serving as USAFB Staff and (1) is arrested, (2) pleas or (3) is convicted after the completion of the screening process, he or she has an affirmative duty to disclose such information immediately to his or her supervisor or USA Football senior executive (e.g., Executive Director, General Counsel). Breach of this affirmative duty is grounds for termination.
- 3) Any applicant who has been banned by another sport or youth organization, as temporarily or permanently ineligible, must self-disclose this information. A failure to disclose is a basis for disqualification for potential applicants or termination for existing employees/volunteers.

Criminal Background Check Process

- 1) All applicants who qualify under the section titled “Persons Required to Submit to a Criminal Background Check” above will be asked to undergo a criminal background check with USA Football’s approved third party vendor for USAFB Staff background checks that complies with the Fair Credit Reporting Act before providing services for USA Football. Through this criminal background check process, USA Football’s vendor will utilize reasonable efforts to ascertain past criminal history of an applicant. An applicant must receive a green light score (described below) from the background check vendor or otherwise be authorized by USA Football before he or she may perform services for USA Football.
- 2) USA Football’s criminal background check vendor will, at a minimum and without limitation:
 - (a) Perform a national search of state criminal repositories for evidence of criterion offenses (listed in Appendix A);
 - (b) Perform a search of state sexual offender registries; and
 - (c) Verify a person’s identification against his or her social security number or other personal identifier.

USA Football’s criminal background check vendor may also check motor vehicle records of employees and contractors who will operate motor vehicles as part of their job responsibilities.

USA Football will review its disqualifying criterion offenses every two years or as otherwise required or modified by law.

- 3) USA Football’s criminal background check vendor will return a “red light” or “green light” determination.
 - (a) A green light determination means that the background check vendor located no records that would disqualify the applicant. A green light determination, 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 an interview, reference checks and a completed application.

Note: A green light determination does not mean that an individual is safe to work with children. Instead a green light determination indicates that no criminal history was found that would disqualify the individual from working with children.
 - (b) A red light determination means the criminal background check revealed criminal records which suggest the applicant “does not meet the criteria” and is not suitable for organization employment or volunteer assignment. Individuals who may be subject to disqualification under a red light determination may challenge the accuracy of the reported information reported by the criminal background check vendor.
 - (c) Appeal. Any disqualified individual has the right to dispute the findings of the criminal background check directly with USA Football’s approved 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 USA Football. USA Football will accept the findings of the approved criminal background check vendor.

- 4) Notice of findings will be provided to:
 - (a) USA Football legal counsel;
 - (b) Where relevant, USA Football Human Resources and the Executive Director; and
 - (c) Other designated individuals, where necessary to protect the safety of minors. Whenever possible, all that will be communicated is that the applicant is or is not eligible to participate in USA Football activities.
- 5) USA Football Action. If any USAFB Staff receives a red light determination, USA Football will make an individualized determination looking at the facts and circumstances of the previous offense(s) in light of the current or prospective USAFB Staff's responsibilities at USA Football before taking action.
- 6) Confidentiality. Unless a red light determination is issued, USA Football is not privy to any information submitted by an employee or prospective employee to the background check provider or any information found by the provider. When a red light determination is issued, the background check provider will send USA Football information supporting the basis for its red light decision and USA Football will engage in the individualized determination. All materials sent to USA Football under these circumstances shall be kept confidential among USA Football's legal team, human resources team, and the Executive Director.

Strategy 3: Sex Abuse Prevention and Other Misconduct Training and Education

It is USA Football's policy that USAFB Staff are required to report abuse and misconduct. To do so, USAFB Staff should have a basic understanding of sexual abusers, as well as "grooming," the most common strategy offenders use to seduce their victims. Using a combination of attention, affection and gifts, offenders select a child, win the child's trust (and the trust of the child's parent or guardian), manipulate the child into sexual activity, and keep the child from disclosing abuse.

Upon joining USA Football, all USAFB Staff must promptly complete an awareness training concerning misconduct in sport.

An abuse awareness training course includes the following elements:

- 1) Provides definitions for, and effects of, child physical and sexual abuse
- 2) Identifies risk opportunities for child physical and sexual abuse
- 3) Addresses common myths about offenders
- 4) Outlines patterns, behaviors and methods of operation of sexual predators
- 5) Requires testing consistent with existing standards of care and legislation, where applicable

Persons Required to Complete a Sexual Abuse Prevention Course

- 1) All employees shall take a sexual abuse prevention course that includes the elements discussed above and pass a certification quiz before performing services for USA Football. The course must be repeated and the certification or a recertification quiz must be passed at least every two years.
- 2) All volunteers, temporary workers, contractors and adult participants shall take an approved sex abuse prevention course and pass an examination before performing services for USA Football and at an interval not exceeding two years when the volunteer, temporary worker or independent contractor:
 - (a) Has routine contact with or supervision over minor athletes and participants.

OR

- (b) (i) USA Football is paying for his/her accommodation and (ii) such accommodation is at the same facility where USA Football is responsible for any minor participant(s).

Strategy 4: Supervision of Athletes and Participants

During training and competition, USA Football strives to create two-deep leadership and minimize one-on-one interactions to create a safe training environment and to protect athletes and participants.

One-On-One Interactions

Appropriate One-On-One Interactions

Individual Meetings

An individual meeting may be necessary to address an athlete's concerns, training program, or competition schedule. Under these circumstances USAFB Staff are to observe the following guidelines:

- 1) Any individual meeting should occur when others are present and where interactions can be easily observed
- 2) Where possible, an individual meeting should take place in a publicly visible and open area
- 3) If an individual meeting is to take place in an office, the door should remain unlocked and open
- 4) If a closed-door meeting is necessary, USAFB Staff must inform another USA Football staff member and ensure the door remains unlocked

Individual Training Sessions

An individual training session(s) with an athlete or participant may also be desired or necessary. Under these circumstances, USA Football encourages parents or guardians of a minor athlete to attend the training session.

Prohibited One-On-One Interactions

Except as set forth above, minor athletes and participants will not be left unattended or unsupervised during USA Football activities and USAFB Staff are prohibited from being alone with an individual athlete or participant in any room or building.

Physical Contact with Athletes

Appropriate physical contact between athletes and USAFB Staff, particularly coaches, is a productive and inevitable part of football. Athletes are more likely to acquire advanced physical skills through appropriate physical contact. However, guidelines for appropriate physical contact reduce the potential for misconduct.

USA Football adheres to the following principles and guidelines in regards to physical contact with athletes:

Common Criteria for Appropriate Physical Contact

Physical contact with athletes – for safety, consolation and celebration – has multiple criteria in common which make them both safe and appropriate. These include:

- 1) the physical contact takes place in public
- 2) there is no potential for, or actual, physical or sexual intimacies during the physical contact; and
- 3) the physical contact is for the benefit of the athlete, not to meet an emotional or other need of an adult.

Prohibited Physical Contact

Prohibited forms of physical contact, which *shall be reported immediately* under the USA Football Reporting Policy include, without limitation:

- 1) asking or having an athlete sit in the lap of any USAFB Staff
- 2) lingering or repeated embraces of athletes that go beyond the criteria set forth above for acceptable physical contact
- 3) slapping, hitting, punching, kicking or any other physical contact meant to discipline, punish or achieve compliance from an athlete
- 4) “cuddling” or maintaining prolonged physical contact during any aspect of training, travel or overnight stay
- 5) playful, yet inappropriate contact that is not a part of regular training, (e.g., tickling or “horseplay” wrestling)
- 6) continued physical contact that makes an athlete obviously uncomfortable, whether expressed or not
- 7) any contact that is contrary to a previously expressed personal desire for decreased or no physical contact, where such decreased contact is feasible in a competitive training environment.

Violations

Violations of this policy *must be reported* to a supervisor or USA Football senior executive (e.g., Executive Director or General Counsel).

Some forms of physical contact may constitute child physical or sexual abuse that *must be reported* to appropriate law enforcement authorities.

Electronic Communications and Social Media Policy

As part of USA Football’s emphasis on athlete safety, all electronic communications between USAFB Staff and athletes must be professional in nature and for the purpose of communicating information about football activities.

As with any communication, the content of any electronic communication should be readily available to share with an athlete’s family. At the request of a parent or guardian, any email, electronic text, social media or similar communication will copy or include the athlete’s parents or guardians.

Facebook, Twitter, Blogs and Similar Sites

USAFB Staff may not have current USA Football athletes join a personal social media page. It is encouraged that all communications and football development staff create a USA Football “alter ego” social media account (e.g., “John Doe – USA Football National Teams Coordinator”). This account will be subject to inspections by USA Football and must be used for any communication with current USA Football athletes or their parents. The account will be associated with the USAFB staff members @USAFootball.com email address.

Athletes and parents or guardians may friend the official USA Football page and USAFB Staff’s USA Football alter ego accounts. USAFB Staff may “follow” each other. USAFB Staff may communicate with athletes solely through official USA Football social media sites or through their USA Football alter ego accounts.

Email, Texts, Instant Messaging, and Similar Electronic Communications

Athletes and USAFB Staff may use social media posts, messages, email and texts to communicate. All content between USAFB Staff and athletes must be professional in nature and for the purpose of communicating information about USA Football activities. Email from USAFB Staff to any athlete should come from USA Football's email system whenever possible (the return email address will contain "@USAFootball.com").

Electronic Imagery

From time to time, digital photos, videos of practice or competition, and other publicly obtainable images of athletes – individually or in groups – may be taken. These photos and/or videos may be submitted to local, state or national publications, used in marketing or promotional videos, posted on USAFootball.com or USA Football-associated websites or social media, or offered to families seasonally in an electronic form. It is the default policy of USA Football to allow the capture of such imagery as long as the athlete or athletes are in public view and such imagery is both appropriate and in the best interest of the athlete and USA Football.

Request to Discontinue All Electronic Communications or Imagery

The parents or guardians of a minor athlete may request in writing that their child or ward not be contacted by any form of electronic communication by USAFB Staff and/or not appear in any imagery captured and used by USA Football.

Misconduct

Social media and electronic communications can also be used to commit misconduct (e.g., emotional, sexual, bullying, harassment, and hazing). Such communications by coaches, staff, volunteers, administrators, officials, parents or athletes will not be tolerated and are considered violations of this Policy.

Violations

Violations of USA Football's Electronic Communications and Social Media Policy should be reported to your immediate supervisor or a USA Football senior executive (e.g., Executive Director or General Counsel) for evaluation. Complaints and allegations will be addressed under USA Football's Disciplinary Rules and Procedure.

Locker Rooms and Changing Areas

USA Football is concerned with (1) locker room activities between minors, (2) locker room activities between minors and adults, (3) adults being alone with individual minors in locker rooms and changing areas, (4) non-official or non-related adults having unsupervised access to minor participants, and (5) inappropriate behavior among adults in locker rooms.

Monitoring

USA Football has predictable and limited use of locker rooms and changing areas (e.g., immediately before and following practices and competitions). This allows for direct and regular monitoring of locker room areas. While constant monitoring inside of locker rooms and changing areas might be the most effective way to prevent problems, we understand this would likely make athletes uncomfortable and may even place our staff at risk for unwarranted suspicion.

When USA Football has staggered practices, with different groups arriving and departing throughout the day, it may not be practical to constantly monitor locker rooms and changing areas over this extended course of time. While we do not continuously post staff members inside or at the doors of the locker rooms and changing areas, we do make occasional sweeps of these areas. USAFB Staff conduct these sweeps, with women checking on female-designated areas, and men checking on male-designated areas.

Coaches and staff make every effort to recognize when an athlete goes to the locker room or changing area during practice and competition and, if they do not return in a timely fashion, we will check on the athlete's whereabouts.

We discourage parents from entering locker rooms and changing areas unless it is truly necessary. In those instances, it is only a same-sex parent. If this is necessary, parents should let USAFB Staff know about this in advance. If an athlete needs assistance with his or her uniform or gear (for example, a child under the age of eight), or an athlete's disability warrants assistance, then we ask that parents let the coach or a USAFB Staff know beforehand that he or she will be helping the athlete.

Mixed-Gender Teams

If a team consists of both male and female athletes, both female and male privacy rights must be given consideration and appropriate arrangements made. Where possible, USA Football has the male and female players dress/undress in separate locker rooms and then convene in a single dressing room before the game or team meeting. Once the game is finished, the players may come to one locker room and then the male and female players proceed to their separate dressing rooms to undress and shower, if available. If separate locker rooms are not available, then the athletes will take turns using the locker room to change making sure that male and female athletes do not occupy the locker room simultaneously.

Use of Cell Phones and Other Mobile Recording Devices

Cell phones and other mobile devices with recording capabilities, including voice recording, still cameras and video cameras, increase the risk for different forms of misconduct in locker rooms and changing areas. As a result, **THERE IS TO BE NO USE OF A DEVICE'S RECORDING CAPABILITIES IN THE LOCKER ROOMS OR CHANGING AREAS.**

Violations of this policy will be addressed under USA Football's Disciplinary Rules and Procedures and may result in the sanctions as set forth therein, including temporary suspension from competition.

Travel

USA Football has established policies to guide our travel, minimize one-on-one interactions and reduce the risk of misconduct. Adherence to these travel guidelines will increase athlete safety and improve the competitive experience while keeping travel a fun and enjoyable experience.

We distinguish between travel to training, practice and local competition ("local travel"), and team travel involving overnight travel to an activity that is planned and supervised by USA Football ("team travel").

Local Travel

Local travel occurs when USA Football does not sponsor, coordinate, or arrange for travel. For local travel, athletes or their parents/guardians (for minor athletes) are responsible for making all travel arrangements. In these instances it is the responsibility of the athlete or his/her parents/guardians (for minor athletes) to ensure the person transporting the athlete maintains all safety and legal requirements, including, but not limited to, a valid driver's license, proper insurance, well maintained vehicle, and compliance with all state laws.

In an effort to minimize one-on-one interactions, USAFB Staff, who are not also acting as a parent, should not drive alone with an unrelated athlete and should only drive with at least two other athletes or another adult at all times, unless otherwise agreed to in writing by the athlete's parent or guardian in advance of travel. In any case where USAFB Staff is involved in the athlete's local travel, a parental release is required in advance. Efforts must be made to ensure that USAFB Staff are not alone with an athlete or participant (e.g., picking the athletes up in groups).

USAFB Staff who are also an athlete's guardian may provide shared transportation for any athlete(s). We encourage guardians to pick up their athlete first and drop off their athlete last in any shared or carpool travel arrangement. We also recommend completing a shared travel declaration form signed by the parents/guardians of any minor athlete who is being transported as part of such a carpool arrangement.

Team Travel

Team travel is overnight travel that occurs when USA Football sponsors, coordinates or arranges for travel so that teams can compete locally, regionally, nationally or internationally. Because of the greater distances, USAFB Staff will often travel with the athletes. However, no USAFB Staff will engage in team travel without the proper safety requirements in place, including valid drivers' licenses, proper insurance, well-maintained vehicles and compliance with all state laws.

USA Football makes efforts to provide adequate supervision through coaches and other adult chaperones. Appropriate adult-to-athlete ratios will depend on the age of athletes and other participants. USA Football evaluates its programs to determine its supervisory needs.

For team travel, hotels and air travel will be booked in advance by USA Football. Athletes may share rooms, with 2 to 4 athletes assigned per room depending on accommodations. USA Football will notify hotel management should any special arrangements be warranted. For instance, USA Football will ask hotels to block pay per view channels and, when practical, will request an additional large room or suite so that athletes may socialize as a group. Team meetings will occur in public areas in the hotel. When practical, USA Football will reserve a separate space for adults and athletes to conduct meetings and socialize.

USA Football encourages family members who wish to stay in the team hotel to do so. If family members do not stay in the team hotel, we encourage all athletes to call parents and guardians regularly and allow for any unscheduled calls by either the athlete or parent/guardian.

Travel Notification

When possible, USA Football will provide reasonable advance notice before team travel. Notice will include the dates, location and duration of competition. Travel notice will also include designated team hotels for overnight stays as well as a contact person within USA Football. This individual will be the point of contact to confirm your intention to travel and to help with travel details.

USA Football will post specific travel itineraries when they become available. These will include a more detailed itinerary as well as contact information for team travel chaperones.

Mixed-Gender and Mixed-Age Travel

USA Football is made up of male and female athletes across various ages. Athletes will only share a room with other athletes of the same sex and age group. Athletes will also be grouped by age and sex for the purposes of assigning an appropriate chaperone. USA Football often relies on parents or coaches to serve as chaperones.

Regardless of gender, USAFB Staff shall not share a hotel room or other sleeping arrangement with an athlete (unless the coach or USAFB Staff is the parent, guardian, sibling or spouse of that particular athlete). Where an adult is registered both as a coach and an athlete of USA Football, and is functioning primarily as a coach, he or she may only share sleeping arrangements with another registered coach.

USAFB Staff Transportation Responsibilities

If USAFB Staff transports an athlete or other individuals in their private car for team travel, a copy of the USAFB Staff's valid driver's license is required.

Other USAFB Staff Responsibilities

When not practicing, training, competing, or preparing for competition, USAFB Staff will monitor the activities of athletes and fellow coaches and USAFB Staff during team travel. USAFB Staff will:

- 1) prepare athletes for team travel and make athletes aware of all expectations. Supplemental information will be given to parents/guardians of athletes who are considered inexperienced travelers, new or relatively new to team travel, or who are under the age of 14;
- 2) familiarize themselves with all travel itineraries and schedules before the initiation of team travel;
- 3) conform to, and monitor for others' adherence, the Policy and all policies during team travel;
- 4) encourage minor athletes to participate in regular, at least daily, scheduled communications with their parents/guardians;
- 5) help athletes be on time for all team commitments (as possible);
- 6) assist with team travel logistical needs (as possible);
- 7) support chaperones and/or participate in the monitoring of athletes for adherence to curfew restrictions set based on age and competition schedule as listed in travel itinerary;
- 8) ensure athletes are complying with hotel room restrictions based on gender or age bracket requirements;
- 9) make certain that athletes are not alone in a hotel room with any adult apart from a family member; this includes coaches, USAFB Staff and chaperones;
- 10) not use drugs or alcohol in the presence of minors or be under the influence of alcohol or drugs while performing their coaching or other duties;
- 11) immediately report any concerns about physical or sexual abuse, misconduct, or policy violations; and
- 12) notify parents before taking any disciplinary action against a minor athlete if the athlete is traveling without his or her parents.

Chaperone Responsibilities

When present chaperones help ensure that the athletes, coaches, staff, and volunteers adhere to this Policy. Chaperones may not be in attendance at all events.

If a chaperone has not undergone a criminal background check and USA Football's awareness training, the chaperone will not be permitted to have any one-on-one interactions with athletes or other youth participants. If a chaperone has undergone a criminal background check and awareness training, he or she may have appropriate one-on-one interactions as outlined in this Policy.

If a chaperone will be operating a private car for team travel, a copy of the chaperone's valid driver's license is required.

If attending an event, chaperones help monitor the activities of all coaches, staff members, volunteers and athletes during team travel. Specifically, chaperones will:

- 1) familiarize themselves with all travel itineraries and schedules before team travel;
- 2) monitor for adherences to USA Football policies during team travel;
- 3) encourage minor athletes to participate in regular, at least daily, scheduled communications with their parents/guardians;
- 4) help athletes be on time for all team commitments (as possible);
- 5) assist coaches, staff and other volunteers with team travel logistical needs (as possible);
- 6) monitor athletes for adherence to curfew restrictions set based on age and competition schedule as listed in travel itinerary;
- 7) ensure athletes comply with hotel room restrictions based on gender or age bracket requirements;
- 8) not use drugs or alcohol in the presence of minors or be under the influence of alcohol or drugs while performing their chaperone duties;
- 9) make certain that athletes are not alone in a hotel room with any adult apart from a family member; this includes coaches, staff and chaperones; and
- 10) immediately report any concerns about sexual and physical abuse, misconduct or policy violations to a USA Football supervisor or senior executive (e.g., Executive Director, General Counsel).

Strategy 5: Responding to Abuse, Misconduct and Policy Violations

Reporting Policy

USAFB Staff must report:

- 1) misconduct as defined in this Policy, and
- 2) suspicions or allegations of child physical or sexual abuse.

As a matter of policy, USA Football does not investigate suspicions or allegations of child physical or sexual abuse or attempt to evaluate the credibility or validity of such allegations as a condition for reporting to the appropriate law enforcement authorities.

Reporting Child Physical or Sexual Abuse

Child Physical or Sexual Abuse

USAFB Staff are required to report suspicions or allegations of child sexual abuse by a colleague or co-worker, to:

- 1) their immediate supervisor,
- 2) a USA Football senior executive (e.g., Executive Director, General Counsel), and
- 3) where applicable, **appropriate law enforcement authorities.**

Grooming

Because sexual abusers “groom” children for abuse – the process used by offenders to select a child, to win the child’s trust (and the trust of the child’s parent or guardian), to manipulate the child into sexual activity and to keep the child from disclosing abuse – it is possible that USAFB Staff may witness behavior intended to groom a child for sexual abuse. All questions or concerns related to inappropriate, suspicious or suspected grooming behavior should be directed to an immediate supervisor or a USA Football senior executive (e.g., Executive Director, General Counsel).

Peer-to-Peer Sexual Abuse

Approximately one-third of all child sexual abuse occurs at the hands of other children and the obligation to report extends to peer-to-peer child sexual abuse. Whether or not a sexual interaction between children constitutes child sexual abuse turns on the existence of an aggressor, the age difference between the children, and/or whether there is an imbalance of power or intellectual capabilities. **If you have any concerns that an interaction between children may constitute sexual abuse, report it to the appropriate law enforcement authorities and your immediate supervisor, or a USA Football senior executive (e.g., Executive Director, General Counsel) immediately.**

Reporting Misconduct and Policy Violations

If USAFB Staff receives an allegation or observes misconduct or other inappropriate behavior, such as grooming, that is not reportable to law enforcement authorities, it is the responsibility of the USAFB Staff to report their observations to:

- 1) his or her immediate supervisor, or
- 2) a USA Football senior executive (e.g., Executive Director, General Counsel).

Parents, athletes and other participants may communicate concerns to USAFB Staff. Upon receipt of a reported concern, USA Football will take appropriate action. Where applicable, parents should also report to the appropriate law enforcement authorities.

Reporting Procedure

To Whom to Report

USAFB Staff may report to any supervisor or USA Football senior executive (e.g., Executive Director, General Counsel) with whom they are comfortable sharing concerns regarding actual or suspected violations of this Policy. Further, USAFB Staff may, and in many cases must, report any allegation of child physical or sexual abuse to relevant law enforcement authorities.

How to Report

USA Football will take a report in the way that is most comfortable for the person initiating a report including an anonymous, in-person, verbal or written report. Regardless of how you choose to report, it is helpful to USA Football for individuals to provide, at a minimum, (1) the name of the complainant(s); (2) the type of misconduct alleged; and (3) the name(s) of the individual(s) alleged to have committed the misconduct.

Reporting Form

Individuals reporting child physical or sexual abuse or other misconduct may complete an Incident Report Form included as Appendix B.

USA Football will withhold the complainant's name on request, to the extent permitted by law.

Confidentiality, Anonymous Reporting and Bad Faith Allegations

Confidentiality

To the extent permitted by law, and as appropriate, USA Football will keep confidential the complainant's name on request, not make public the names of potential victims, the accused perpetrator or the people who made a report of child physical and sexual abuse to the authorities.

Anonymous Reporting

USA Football recognizes it can be difficult for an athlete, teammate, friend or family member 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 Reporting Form without including their name; or
- 2) by otherwise anonymously expressing concerns to USAFB Staff.

However, anonymous reporting may make it difficult for USA Football to investigate or properly address allegations.

All suspicions of child physical or sexual abuse will be reported to the appropriate law enforcement authorities.

“Whistleblower” Protection

Regardless of outcome, USA Football will support the complainant(s) and his or her right to express concerns in good faith. USA Football will not encourage, allow or tolerate attempts from any individual to retaliate, punish, or in any way harm any individual(s) who report a concern in good faith nor will USA Football tolerate a failure by USAFB Staff to report violations of this subsection. Such actions against a complainant will be considered a violation of this Policy and grounds for disciplinary action.

Bad-Faith Allegations

A report of abuse, misconduct or policy violations that is malicious, frivolous or made in bad faith is prohibited. Such reports will be considered a violation of this Policy and grounds for disciplinary action. Depending on the nature of the allegation, a person making a malicious, frivolous or bad-faith report may also be subject to civil or criminal proceedings.

How Reports Are Handled

Suspicious or Allegations of Child Physical or Sexual Abuse

Reporting to Law Enforcement and/or Child Protective Services

An independent investigation can harm youth and/or interfere with the legal investigative process. USA Football and USAFB Staff **do not attempt to evaluate the credibility or validity of child physical or sexual abuse as a condition of reporting to appropriate law enforcement authorities**. As necessary, however, USA Football may ask a few clarifying questions of the minor or person making the report to adequately report the suspicion or allegation to law enforcement authorities.

For mandatory reporting laws, visit www.childwelfare.gov.

Immediate Suspension or Termination

When an allegation of child physical or sexual abuse is made against USAFB Staff, USA Football may immediately remove that individual from contact with any children until the allegation has been investigated by an official agency. As necessary, USA Football may suspend or change the assignment of any individual.

USAFB Staff's failure to report suspicions or allegations of child physical or sexual abuse to a supervisor or a USA Football senior executive (e.g., Executive Director, General Counsel) is a violation of this Policy and is grounds for termination of the failing individual.

Misconduct and Policy Violations

USA Football investigates and addresses internally alleged policy violations and misconduct – bullying, harassment, hazing, emotional, physical and sexual – that are not reportable under relevant state or federal law. USAFB Staff must report policy violations and misconduct to an immediate supervisor or USA Football senior executive (e.g., Executive Director, General Counsel).

USA Football may also investigate allegations of child physical or sexual abuse that are reportable, if such investigation does not interfere with any ongoing criminal investigation or prosecution for abuse. Such allegations may include:

- 1) Emotional abuse;

- 2) Abuse reported outside the relevant statutes of limitation; or
- 3) Allegations of abuse that were reported to authorities, but: (a) legal authorities did not press criminal charges; (b) criminal charges were filed, but not pursued to trial; or (c) the alleged offender was acquitted at trial.

Notification

Following USA Football's notice of a credible allegation against USAFB Staff that results in the removal of an individual, USA Football may consider the circumstances in which it will notify other parents of athletes with whom the accused individual may have had contact. In USA Football's discretion, as appropriate, and after consultation with legal counsel, USA Football may notify other USAFB Staff, parents, and/or athletes of any allegation of child physical or sexual abuse or other criminal behavior that (1) law enforcement authorities are actively investigating; or (2) that USA Football is investigating internally. Advising others of an allegation may lead to additional reports of child physical or sexual abuse and other misconduct.

Disciplinary Rules and Procedures

While USA Football endeavors to provide support and guidance to participants on a day-to-day basis, it is also important for USA Football to have a formal procedure for disciplinary action to address alleged violations of its policies and other inappropriate behaviors.

Application

This Policy is used to address the following allegations against USAFB Staff, athletes, and/or other participants:

- 1) Violations of USA Football's policies
- 2) Child abuse (physical or sexual), where USA Football's actions will not undermine an ongoing legal investigation or criminal prosecution

USA Football will not enter into an investigation that undermines a pending legal investigation or criminal prosecution.

Disciplinary Rules

On receipt of an allegation, USA Football will determine in its discretion the appropriate steps to address the conduct based on several factors, including (i) the age of the complainant or victim, (ii) the age of the accused and (iii) the nature, scope and extent of the allegations.

USA Football will address allegations against USAFB Staff under relevant organizational policies (e.g., Employment Policies and Procedures, Bylaws).

USA Football's disciplinary response will depend on the nature and seriousness of the incident, and in extreme cases, misconduct may result in summary dismissal. USA Football may undertake a formal investigation and hearing at its discretion. Before taking any disciplinary action, however, USA Football will offer the accused an opportunity to respond.

If the accused individual is a minor, USA Football will contact his or her parents or guardians.

Disciplinary Action

Sanctions for violations of this Policy will be proportionate and reasonable under the circumstances. In addition to day-to-day guidance, USA Football may take the following disciplinary actions, without limitation:

- 1) Inform the individual's direct-line supervisor or in the case of a minor, the minor's parent or guardian
- 2) Provide the individual with guidance, redirection and instruction
- 3) Temporary suspension from competition
- 4) File a formal incident report
- 5) Issue a verbal warning
- 6) Issue a written and/or final written warning
- 7) Implement a limited access agreement (e.g., limiting an individual's access to certain buildings or to youth)
- 8) Provide informed supervision, where at least one staff member is informed of the allegation and is instructed to supervised vigilantly the accused individual in his or her interactions with the program and/or organization
- 9) Engage in restorative practices (i.e., creation of a respectful and safe dialogue when a misunderstanding or harm has occurred)
- 10) Suspend or terminating employment or membership

On-Going Employment and/or Participation

On receipt of a credible and specific allegation of child abuse or other serious misconduct (e.g., physical and sexual abuse as defined in this Policy), USA Football may immediately suspend or terminate the accused individual to ensure participant safety.

Media Policy

The Executive Director is the official spokesperson for USA Football. The Director of Communications serves as the sole media contact. All media contact and response should be through the Director of Communications.

Individuals' rights to privacy and confidentiality will be respected for all persons involved in any allegations of misconduct. USA Football respects each individual's right to his or her good reputation and will not proactively identify individuals accused of misconduct unless an allegation has been made in the public forum or a law enforcement agency or court has determined there is sufficient reason to believe the accusation is valid, and/or USA Football has taken action to punish or remove the alleged offender.

Strategy 6: Monitoring USA Football's Policy

By monitoring the interactions among USAFB Staff, athletes, and others, USA Football works to prevent, recognize and respond to inappropriate and harmful behaviors as set forth in this Policy, while reinforcing appropriate behaviors.

Monitoring Compliance with Policies and Procedures

USA Football monitors for compliance with its policies and procedures, including without limitation its Awareness Training, Travel, Locker Room and Changing Areas, and Physical Contact Policies.

Monitoring Methods

USA Football utilizes multiple monitoring methods to observe how individuals are interacting, including without limitation (1) formal supervision, including regular evaluations; (2) informal supervision, including regular and random observation (e.g., roving and checking interactions throughout practices), and (3) maintaining frequent contact with staff members, volunteer and athletes who interact off-site.

Responding to Interactions

While USA Football has a formal reporting policy, USAFB Staff should be prepared to respond immediately to inappropriate or harmful behavior, potential risk situations and potential boundary violations.

USAFB Staff will redirect inappropriate behaviors to promote positive behaviors, confront inappropriate or harmful behaviors, and report behaviors if necessary.

Reporting

USAFB Staff are required to report policy violations, misconduct and physical and sexual abuse consistent with USA Football's Reporting Policy. **USA Football does not investigate suspicions or allegations of child physical or sexual abuse or attempt to evaluate the credibility or validity of such allegations as a condition for reporting to appropriate law enforcement authorities.**

Appendix A: USA Football's Background Check Criterion Offenses

A. Criterion Offenses for USA Football Employees

Reportable convictions, registrations or pending dispositions, or disclosures of convictions, registrations or pending dispositions for any of the following criminal offenses or registrations will prompt a determination that an applicant 'does not meet' the criminal background screening criteria and a red light determination will be issued.

Criminal offenses are defined on the basis of exposure to the offense for which the defendant was convicted, pled guilty or pled *nolo contendere* or, if pled down, then the crime to which the defendant ultimately pled. Felony offenses are defined as all crimes punishable by greater than one year in jail or prison, regardless of how characterized by jurisdiction and regardless of the actual sentence imposed, or if range, alternate sentencing, or indeterminate sentencing is applicable, the outer range is greater than one year.

R1. Offenses:

(a) Any felony of violence regardless of the amount of time since the offense,

OR

(b) One (1) non-violent felony within the past ten years, or more than one (1) non-violent felony regardless of the amount of time since the offenses.

R2. Any lesser crime involving force or threat of force against a person within the past ten years or more than one (1) regardless of the amount of time since the offenses.

R3. Any crime (felony or lesser) of a sexual nature or classified as a sex offense including but not limited to "victimless" crimes of a sexual nature such as prostitution, pornography, indecent exposure; and crimes in which sexual relations is an element regardless of the amount of time since the offense.

R4. Any lesser crime involving controlled substances (not paraphernalia or alcohol) within the past ten years or more than one (1) regardless of the amount of time since the offenses.

R5. Any crime (felony or lesser) involving cruelty to animals regardless of the amount of time since the offenses.

R6. Any sex offender registrant.

R7. Any crime (felony or lesser) involving harm to a minor regardless of the amount of time since the offense.

R8. Any lesser crime involving financial misappropriation or theft, including but not limited to embezzlement, fraud, and extortion within the past ten years, or more than one (1) regardless of the amount of time since the offenses.

R9. Any combination of two (2) or more offenses defined in R1(b), R2, R4, or R8 regardless of the amount of time since the offenses.

Criminal offenses include “Attempted Crimes” in the above classifications.

B. Criterion Offenses for USA Football Events and Heads Up Football

Reportable convictions, registrations or pending dispositions, or disclosures of convictions, registrations or pending dispositions for any of the following criminal offenses or registrations will prompt a determination that an applicant ‘does not meet’ the criminal background screening criteria and a red light determination will be issued.

Criminal offenses are defined on the basis of exposure to the offense for which the defendant was convicted, pled guilty or pled *nolo contendere* or, if pled down, then the crime to which the defendant ultimately pled. Felony offenses are defined as all crimes punishable by greater than one year in jail or prison, regardless of how characterized by jurisdiction and regardless of the actual sentence imposed, or if range, alternate sentencing, or indeterminate sentencing is applicable, the outer range is greater than one year.

R1. Offenses:

(a) Any felony of violence regardless of the amount of time since the offense,

OR

(b) one (1) non-violent felony within the past ten years, or more than one (1) non-violent felony regardless of the amount of time since the offenses.

R2. Any lesser crime involving force or threat of force against a person within the past ten years or more than one (1) regardless of the amount of time since the offenses.

R3. Any crime (felony or lesser) of a sexual nature or classified as a sex offense including but not limited to “victimless” crimes of a sexual nature such as prostitution, pornography, indecent exposure; and crimes in which sexual relations is an element regardless of the amount of time since the offense.

R4. Any lesser crime involving controlled substances (not paraphernalia or alcohol) within the past ten years or more than one (1) regardless of the amount of time since the offenses.

R5. Any crime (felony or lesser) involving cruelty to animals regardless of the amount of time since the offenses.

R6. Any sex offender registrant.

R7. Any crime (felony or lesser) involving harm to a minor regardless of the amount of time since the offense.

R8. Any combination of two (2) or more offenses defined in R1(b), R2, or R4, regardless of the amount of time since the offenses.

Criminal offenses include “Attempted Crimes” in the above classifications.

Other Potentially Disqualifying Factors

Even if an applicant passes a criminal background check, other factors may disqualify an applicant. An individual may be disqualified and prohibited from providing services for USA Football if the individual has:

- 1) Been held liable for civil penalties or damages involving sexual or physical abuse of a minor
- 2) Been subject to any court order involving any sexual or physical abuse of a minor, including but not limited to domestic order or protection
- 3) A history with another organization (employment, volunteer, etc.) of complaints of sexual or physical abuse of minors
- 4) Resigned, been terminated or been asked to resign from a position - paid or unpaid – due to complaint(s) of sexual or physical abuse of minors
- 5) A history of other behavior that indicates they may be a danger to USA Football participants.

Appendix B: Incident Report Form

USA Football strongly encourages the reporting of misconduct. USA Football appreciates your willingness to report inappropriate behavior. Please provide as much information as possible.

1. Name of the individual you are reporting (first and last):

2. Age: _____
3. Gender: Male Female
4. Address: _____
5. Position(s) this individual holds or held:
 Head coach
 Assistant coach
 Employee
 Volunteer
 Official
 Other/Not sure
6. Team/Organization where individual works and/or volunteers or worked/volunteered previously: _____
7. Type of offense (i.e., what happened?): _____
8. Where did the incident or incidents take place (city, state, and any other available location information): _____

9. Please describe what happened (who, what when, where): _____

Victim's Information: If you are the victim and wish to remain anonymous, you may do so. In that case, please enter only your age, city, state and team affiliation.

1. Name: _____
2. Age: _____
3. Team/Organization affiliation (if any): _____
4. Contact phone number(s) (note, if the victim is under age 18, please provide contact information for his parent/guardian): _____

5. Contact email address(es) (note, if the victim is under age 18, please provide contact information for his parent/guardian): _____

6. Gender: Male Female

Reporter's Information: You may remain anonymous if you wish. However, providing your information is vastly helpful to a swift and effective investigation. A person reporting alleged misconduct should not be fear retribution and/or consequence when filing a report he or she believes to be true.

1. Name: _____

2. Phone number: _____

3. Email address: _____

4. Team/Organization affiliation (if any): _____

5. Relationship to victim (if any):

- Self
- Parent/Guardian
- Other family member
- Friend or acquaintance
- Team member, coach or volunteer
- Other or prefer not to say

Appendix C: Incident Investigation Report Form

Incident:	
Reported By:	
Date:	
Individuals (s) Involved:	

Investigated By:	
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Location of Incident:	
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Summary of Complaint:	
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Incident Investigation Report Form (Page 2)

Statements Provided By:	
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Conclusion:	
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Recommendation:	
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ACTION TAKEN:
