



USA SWIMMING SAFE SPORT

Increase awareness to reduce the risk of abuse



SAFE SPORT MISSION

USA Swimming is committed to safeguarding the well-being of all its members, with the welfare of its athlete members as top priority.





PHILOSOPHY AND FRAMEWORK





WHAT WE SEE

- Peer-Peer Bullying
- Coach-Athlete Bullying
- Boundary Violations
- Inappropriate Communication
- Physical Abuse
- Sexual Abuse



WHAT WE DO

- Prevention
 - Online Courses
 - In Person Training
 - Model Policies and Processes
 - Volunteer Engagement
- Response
 - Club Advice & Consultation
 - Case Management
 - Disciplinary Proceedings

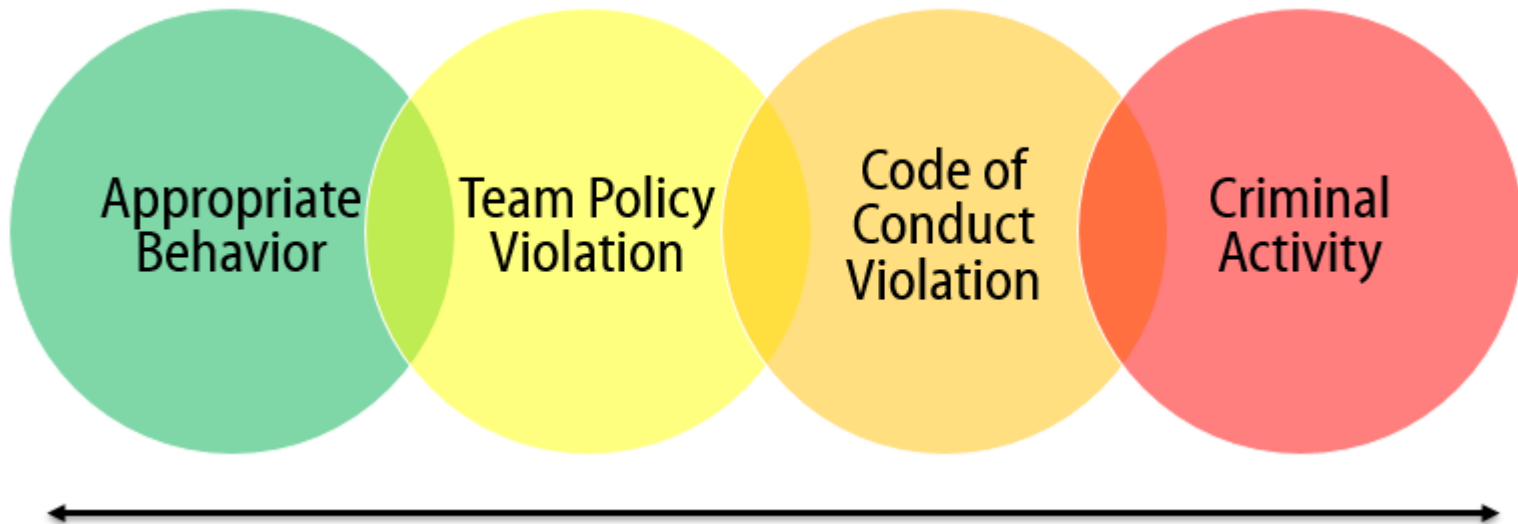


RISK AREAS

- Coach/Athlete Relationships
- Peer-to-Peer Issues
- Policies developed around risk areas:
 - Travel
 - Electronic Communication
 - Bullying
 - Locker Room
 - Photography



INTERVENTION





TEAM POLICY VIOLATION

- Club Reporting Structure
 - Identify leadership team
 - Communicate to members
- Club Response
 - Grievance procedure
 - How will reporting party be kept informed?
 - What will be communicated to club members?



CODE OF CONDUCT VIOLATION

- Violations of Article 304, 305, 306, or 307 of the USA Swimming Rules and Regulations
- National Board of Review procedures set out by Part Four
- Safe Sport Online Reporting Form



Complaint comes in to USA Swimming Safe Sport Staff.

Gather information. Refer to law enforcement, as appropriate.

IS THIS A CODE OF CONDUCT VIOLATION?

NO

POSSIBLY

Report to outside legal counsel.

Initiate formal investigation by outside investigator.

Review investigative report to determine whether to **dismiss** or **proceed**.

DISMISS

PROCEED

Submit petition to the National Board of Review chair to request a hearing.

National Board of Review chair may grant the request and if so, issues Notice of Hearing.

Hearing before National Board of Review held no fewer than 45 and no greater than 60 days after Notice of Hearing issued.

POSSIBLE OUTCOMES

NO CODE OF CONDUCT VIOLATION

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Close out complaint and/or send warning letter.

Case closed.
No further action taken.

Definite suspension or other sanction goes into effect immediately.

Banned—effective immediately and added to published list of those Individuals Permanently Suspended or Ineligible following expiration of appeal process. (No fewer than 30 days)

Meet Susan Woessner, Director of Safe Sport



Susan oversees all aspects of USA Swimming's athlete protection policies, guidelines, educational programs, reporting and adjudication services all designed to foster safe, healthy and positive sport environments.

Susan has worked with USA Swimming since 2004 and became Safe Sport Director in 2010. She received a master's degree in social work from the University of Texas. From 1998-2002, Susan swam competitively for Indiana University.

Contact her at swoessner@usaswimming.org or (719) 866-3589.

NOTE: In the event that a complaint involves the arrest of a member in violation of 304.3.6 (2013), USA Swimming may request an emergency hearing to secure a temporary suspension pending a full hearing before the National Board of Review.

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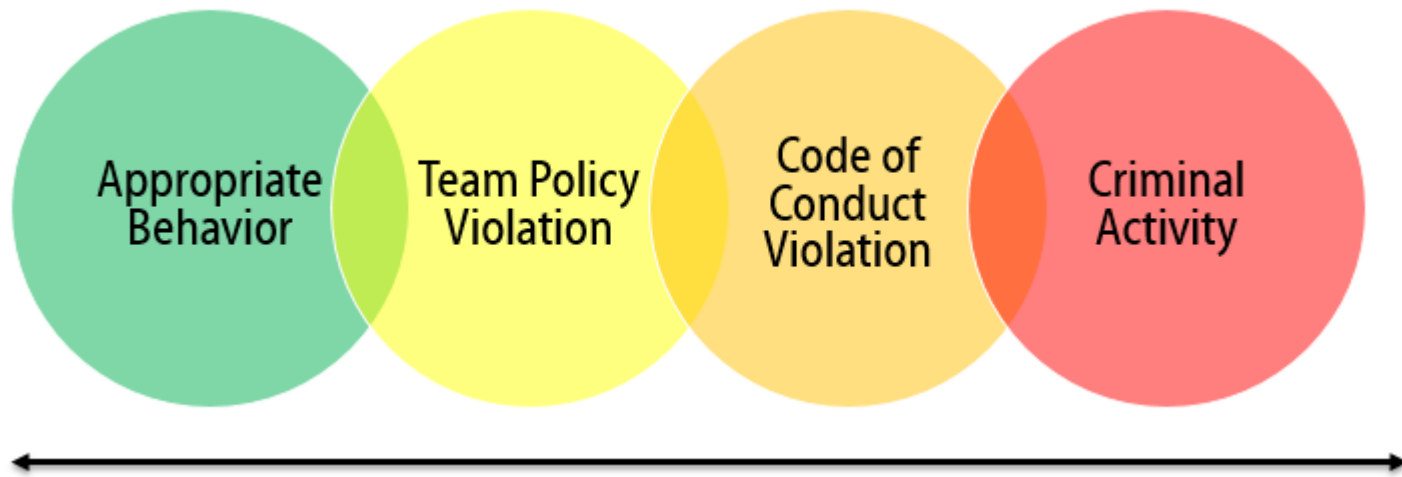
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INTERVENTION





HOW IT ALL WORKS TOGETHER





RESOURCES

- Safe Sport Toolkit: usaswimming.org/toolkit
- Safe Sport Online Reporting Form: usaswimming.org/protect under “Deal with a Concern”
- Positive Coaching Alliance: devzone.positivecoach.org