



USA SHOOTING ATHLETE SAFETY POLICY

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1. Purpose

USA Shooting is committed to athlete health, welfare, and safety and adheres to the requirements of the U.S. Olympic & Paralympic Committee ("USOPC"), and the U.S. Center for SafeSport ("the Center") in its efforts to promote a safe and secure environment for athletes.

The following document provides information about key areas of health and safety and provides links to sections of the USA Shooting website where more detailed information may be found.

The USA Shooting Athlete Safety Policy, as well as its other policies and guidelines, are aimed at protecting all participants in our sports and apply to all Adult Participants (defined below). The USA Shooting Athlete Safety Policy and its other policies and guidelines apply wherever USA Shooting sanctioned activities are taking place in the world (whether training or competition), including with respect to the use of any non-U.S. facilities and/or coaches. In addition to following the [SafeSport Code](#) and this Athlete Safety Policy, all participants are expected to adhere to the Minor Athlete Abuse Prevention Policy ("MAAPP") and the USA Shooting Code of Conduct.

2. Definitions

Adult Participants are defined as individuals over the age of eighteen (18) as follows:

- USA Shooting and USA Shooting Club Employees, Staff, and Interns
- USA Shooting and USA Shooting Club Board and Committee Members (if a club board does not exist or has little to no oversight of the Olympic / Paralympic Shooting sport club or team program, the individual or individuals that are directly in charge and or held accountable for the club or team must be compliant with all Prevention Policies)
- USA Shooting Club Leadership (i.e., club presidents, administrators, secretaries, coaches, etc.)
- USA Shooting and USA Shooting Club Coaches, Trainers, Coordinators and Medical Providers
- USA Shooting and USA Shooting Club Officials, Referees, and Range Officers
- USA Shooting National Team Athletes, alternates, training partners and team leads
- USA Shooting and USA Shooting Club Adult Athletes with regular contact with minor athletes and/or authority over minor athletes
- USA Shooting and USA Shooting Club Members and Volunteers with regular contact with minor athletes and/or authority over minor athletes
- USA Shooting and USA Shooting Club Contractors or Vendors with regular contact with minor athletes and/or authority over minor athletes
- Any other USA Shooting and USA Shooting Club adult who has regular contact with minor athletes and/or authority over minor athletes

3. Prohibited Conduct

Abuse of any kind is not permitted and will not be tolerated within USA Shooting. Please refer to the [SafeSport Code](#) for prohibited conduct, which includes bullying, hazing, harassment (including sexual harassment), emotional misconduct, physical misconduct, and sexual misconduct. Those terms are further defined in the [SafeSport Code](#).

4. Jurisdiction Over Subject Matters

The U. S. Center for SafeSport has exclusive jurisdiction over the following matters (as set forth in the [SafeSport Code](#) and updated from time to time):

- Sexual Misconduct, including without limitation child sexual abuse and any misconduct that is reasonably related to an underlying allegation of Sexual Misconduct;
- Criminal Charges or Dispositions involving Child Abuse or Sexual Misconduct;
- Misconduct Related to Reporting, where the underlying allegation involves Child Abuse or Sexual Misconduct;
- Misconduct Related to Aiding and Abetting, Abuse of Process, or Retaliation, when it relates to the Center's process;
- Other Inappropriate Conduct, as defined in the [SafeSport Code](#); and
-  Willful Tolerance or Cyber Abuse when the underlying conduct is related to any allegations of exclusive jurisdiction listed above or the conduct is sexual in nature.

The U.S. Center for SafeSport has discretionary jurisdiction over the following matters:

- Non-sexual Child Abuse;
- Emotional and Physical Misconduct, including Stalking, Bullying Behaviors, Hazing, and Harassment;
- Criminal Charges or Dispositions not involving Child Abuse or Sexual Misconduct;
- MAAPP or other similar Proactive Policy violations;
- Misconduct Related to Aiding and Abetting, Abuse of Process, or Retaliation, when it relates to the processes of the USOPC, a National Governing Body (“NGB”), a Local Affiliated Organization (“LAO”), or any other organization under the Center’s jurisdiction.
- Willful Tolerance or Cyber Abuse when the underlying conduct is related to any allegations of discretionary jurisdiction listed above or the conduct is non-sexual in nature.

Pursuant to the [USA Shooting Complaint/Grievance Policy and Hearing Procedures](#), USA Shooting **will** address matters outside of the jurisdiction of the U.S. Center for SafeSport and matters for which the U.S. Center for SafeSport has declined to exercise its discretionary jurisdiction.

If the U.S. Center for SafeSport takes jurisdiction over a matter, it will notify the reporting party, if not anonymously reported, that it is taking jurisdiction. If USA Shooting has jurisdiction over a matter and/or the Center declines jurisdiction, it will notify the reporting party, if not anonymously reported, that it is taking jurisdiction of any report.

For alleged misconduct that occurs at an Olympic & Paralympic Training Center (“OPTC”), a USOPC Sponsored Event, or at any third-party event in which the USOPC sends a delegation (a “USOPC Delegation Event”), USA Shooting will notify the USOPC’s Office of Athlete Safety of the allegation and any temporary measures imposed as soon as possible but no later than 24 hours after learning of the allegations as set forth in the [USOPC Athlete Safety Policy](#).

5. Education and Awareness Training

USA Shooting requires anyone that meets the definition of an Adult Participant outlined in Section 2 above to complete training provided by the U.S. Center for SafeSport:

USA Shooting requires athletes who will become eighteen (18) years of age during the upcoming membership year to complete the U.S. Center for SafeSport training on or before their 18th birthday, provided that such athletes under 18 have the consent of their parents or legal guardians.

Additionally, those under eighteen (18) years of age who wish to hold one of the above Adult Participant positions, must obtain their parents’ permission to take the training prior to holding the position (e.g., coach, etc.).

USA Shooting encourages all members and parents to take the training, regardless of whether or not they are an Adult Participant.

6. Reporting Inappropriate Behavior or Misconduct

Reports of potential inappropriate behavior or misconduct may be made anonymously. However, anonymous reports may be difficult to investigate as the more information provided in a report, the greater the likelihood for the appropriate organization to thoroughly investigate the concerns raised.

A. Reporting to Law Enforcement

Child Abuse and Child Sexual Abuse. Most adult persons affiliated with USA Shooting are required to comply with the reporting requirements of Section 226 of the Victims of Child Abuse Act of 1990 ([34 U.S.C. § 20341](#)) and report any suspected child abuse to law enforcement authorities and/or child protective services in their jurisdiction immediately. Child abuse is defined in the federal law and includes various forms of abuse, including sexual and non-sexual child abuse. The persons subject to the mandatory reporting requirements are also specifically defined in the federal law ([34 U.S.C. § 20341](#)). A failure to timely comply with the mandatory federal reporting requirements may result in criminal liability under federal law, including imprisonment for up to one (1) year and/or a fine. This is true whether you are an Adult Participant defined by USA Shooting or not.

B. Reporting to the U.S. Center for SafeSport and USA Shooting

Additionally, if you suspect that a USA Shooting athlete is a victim of misconduct of a sexual nature, in addition to reporting to law enforcement, such misconduct should also be reported immediately to the U.S. Center for SafeSport by calling the SafeSport hotline at 833-5US-SAFE or [CLICK HERE](#) to complete an online reporting form. There is no fee to report.

Every Adult Participant MUST report suspected violations of the [SafeSport Code](#), including without limitation the following:

- Child Abuse
- Sexual Misconduct
- Physical Misconduct
- Emotional Misconduct
- Stalking, Bullying, Threats, and Harassment (including sexual harassment)
- Hazing
- Aiding and Abetting
- Willfully Tolerating Misconduct
- Retaliation for reporting conduct or for providing information related to a report
- Violation of Minor Athlete Abuse Prevention Policies

The above terms are further described in the [SafeSport Code](#).

You may report suspected violations of the [SafeSport Code](#) to either:

The U.S. Center for SafeSport
Hotline: 833-5US-SAFE or Report: [CLICK HERE](#)
OR

USA Shooting at Ethics@usashooting.org

OR

Individuals who wish to report concerns related to this policy as it relates to involvement in the Olympic and Paralympic Movement or are uncomfortable reporting a concern directly to USA Shooting, may also submit a report using the [USOPC Integrity Portal](#). The Integrity Portal allows individuals to submit concerns to the USOPC confidentially and/or anonymously. Reports may be made online or by telephone.

Website: usopc.ethicspoint.com

Hotline: 877-404-9935

Failure to timely report may result in criminal liability and discipline by the U.S. Center for SafeSport.

USA Shooting will report any information it receives regarding sexual misconduct or abuse of a minor to law enforcement and the U.S. Center for SafeSport in the required time frames, not to exceed 24 hours.

Adult Participants should not investigate or attempt to evaluate the credibility or validity of allegations. Adult Participants making a good faith report are not required to prove the reports are true before reporting.

7. Criminal Background Checks

USA Shooting requires criminal background checks to be carried out for Adult Participants and in accordance with the USA Shooting Background Check Policy and the USOPC Background Check Policy. Covered individuals must complete their background check before contact with athletes begins.

USA Shooting may require certain athletes, such as those who are on the USA Shooting National Team or who are training at USOPC Training Facilities, and who will become 18 years of age during the upcoming membership year, to complete their background screening within forty-five (45) days following their 18th birthday.

8. Minor Athlete Abuse Prevention Policy (MAAPP)

All Adult Participants, as defined above and various others, are also expected to follow USA Shooting's Minor Athlete Abuse Prevention Policy, which sets forth various policies regarding interacting with minor athletes, and to report any violations of the MAAPP either to the U.S. Center for SafeSport or USA Shooting using the reporting options outlined above.

9. Enforcement

USA Shooting will enforce this Athlete Safety Policy consistent with the [SafeSport Code](#), the U.S. Center for SafeSport policies, and USA Shooting's Bylaws and other policies.

10. Retaliation

USA Shooting prohibits retaliation against anyone who reports misconduct or provides information about alleged misconduct. Retaliation includes threatening, intimidating, harassing, coercing or any other conduct that would discourage a reasonable person from engaging or participating in the complaint processes when the action is reasonably related to the report or engagement with the process. USA Shooting expressly prohibits retaliation before, during, or after the process of resolving a report of misconduct. Retaliation may be present even where there is a finding that no violation occurred. Please refer to USA Shooting Whistleblower and Anti-Retaliation Policy for additional information.

11. Restrictions / Enforcement / Interference

USA Shooting prohibits any individual who is an employee, staff, agent, or contractor from assisting a member or former member in obtaining a new job (except the routine transmission of administrative and personnel files) if the individual knows that such member or former member violated the policies or procedures of the U.S. Center for SafeSport related to sexual misconduct or was convicted of a crime involving sexual misconduct with a minor.

If a USA Shooting member or Adult Participant as defined above is sanctioned or subject to temporary measures by USA Shooting, the USOPC, and/or the U.S. Center for SafeSport, International Shooting Sport Federations ("ISSF"), or the World Shooting Para Sport ("WSPS") such sanction(s) or temporary measure(s) must be reciprocally enforced by and between USA Shooting and all of its member clubs.

Additionally, USA Shooting will notify the USOPC's Office of Athlete Safety of any temporary measures, both currently imposed and those which have been removed, affecting any Participants who may be or will be attending a Delegation Event, have access to an OPTC, or receive any benefit and/or service from the USOPC.

USA Shooting shall not interfere with or attempt to influence the outcome of any investigation of alleged misconduct, regardless of jurisdiction.

Additionally, the U.S. Center for SafeSport maintains a centralized database of coaches, trainers, and other adult participants who are subject to SafeSport disciplinary action. That information is publicly available to search here [Link to the U.S. Center for [SafeSport Centralized Disciplinary Database](#).]

12. Gender Policy

USA Shooting is committed to protecting opportunities for athletes participating in shooting sports. USA Shooting will continue to collaborate with various stakeholders with oversight responsibilities, e.g., USOPC, International Olympic Committee (“IOC”), International Paralympic Committee (“IPC”), International Shooting Sports Federation (“ISSF”), and World Shooting Para Sport (“WSPS”) and others to ensure that women have a fair and safe competition environment consistent with Executive Order 14201 and the Ted Stevens Olympic and Amateur Sports Act, 36 U.S.C. § 22501, et. seq.

This policy applies to all current and prospective Competing Athlete Members of USA Shooting when competing in USA Shooting competitions where USA Shooting membership is required (e.g., USA Shooting-sanctioned competitions).

Women’s Competition Categories: Athletes assigned female at birth and who meet all other USA Shooting requirements are eligible to compete in a women’s category, except:

- Athletes assigned female at birth who have begun hormone therapy (e.g., testosterone) may not compete in any women’s categories.
- Athletes assigned male at birth may not compete in any women’s categories.

Men’s Competition Categories: Regardless of sex assigned at birth or gender identity, an athlete may participate in a men’s category, assuming they meet all other USA Shooting requirements.

Athletes who qualify for International Shooting Sport Federation (“ISSF”) or World Shooting Para Sport (“WSPS”) events must also meet those organizations’ athlete participation rules, which may differ from this policy.

13. Appeal Rights

All disciplinary action taken by the U.S. Center for SafeSport will be subject to the [SafeSport Code](#) for appeal rights.

All disciplinary action taken by USA Shooting shall follow the procedures outlined in USA Shooting’s Bylaws and the USA Shooting Complaint/Grievance Policy and Hearing Procedures and any member that receives a disciplinary decision limiting a right to compete may file an appeal pursuant to such procedures.

USA Shooting reserves the right to amend this Athlete Safety Policy from time to time as it deems appropriate.