

U.S. ALL STAR FEDERATION

The Code

of Conduct & Compliance



2022-23 MEMBERSHIP TERM
JUNE 1, 2022-MAY 31, 2023



INTRODUCTION

The U.S. All Star Federation, Inc. (“USASF”) is a membership organization that sets standards and expectations for its Members as outlined in this Code of Conduct and Compliance (the “Code”). The purpose of the USASF is to foster a community and culture of health, safety, and excellence where Athletes and other participants can thrive in All Star Cheerleading and All Star Dance. Membership is a privilege bestowed on those who align with the USASF mission which seeks to promote a safe, positive environment for USASF Athletes and other Members; to support and grow the sports of All Star Cheerleading and All Star Dance; and to empower Athletes to achieve sustained competitive excellence in competition. This Code outlines USASF’s framework to promote the protection of our Members.

We are committed to fostering a culture that actively works to prevent the opportunity for abuse to occur. This Code provides a blueprint to reach that aim, as well as potential tools for its execution. All USASF Members must know the Code and understand its components. The safety and well-being of All Star athletes is dependent upon our whole All Star community.

This Code includes three main sections with policies and regulations and applies to all Members and Functions. Specifically, it includes: (1) Conduct Regulations; (2) Abuse Prevention Policies; and (3) Compliance Policies.

This Code is effective June 1, 2022. USASF may update this Code at any time, unless otherwise stated, changes are effective immediately upon publication.

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GLOSSARY

Adult Athlete: Any individual who is a USASF Member who is or will be on a team representing a USASF Club Member and is, or will be 18 years of age, on or before the end of the current membership term (collectively, with Minor Athlete, referred to as “Athlete”).

Adult Member: Any individual who is 18 years of age or older who is a USASF Member under the following Membership categories: Athlete, Coach, Club Owner, Personnel, and/or Associate.

Adult Participant: Any individual who is 18 years of age or older that is authorized, approved, or appointed by a Member Club to have Regular Contact with or Authority over Minor Athletes. This may include, but is not limited to, Coaches, volunteers, medical staff, trainers, chaperones, monitors, contract personnel, bus/van drivers, officials, Adult Athletes, staff, or board members, regardless of their Membership status with the USASF.

Affiliate: Any United States based entity that is a USASF Member and (1) supplies products and/or services to the All-Star Cheer and/or Dance industries, or (2) is a corporate sponsor or official partner of USASF.

Applicant: An individual or entity who has applied for Membership of USASF but has not yet completed all eligibility requirements for the applied-for Membership category.

Associate: Any individual or entity that is a USASF Member whose services do not fit into any other Membership categories.

Authority: When one person’s position over another person is such that, based on the totality of the circumstances, they have the power or right to direct, control, give orders to, or make decisions for that person. Also see the Power Imbalance.

Banned: An individual or entity permanently prohibited from participating in any capacity in any Function or Event authorized by, organized by, or under the auspices of the USASF.

Bullying: Repeated or severe behavior(s) that are (a) aggressive (b) directed at a Minor, and (c) intended or likely to hurt, control, or diminish the Minor emotionally, physically, or sexually. Bullying-like behaviors directed at adults are addressed under other forms of misconduct, such as hazing or harassment.

Child Abuse: The term “child abuse” has the meaning set forth in Section 203 of the Victims of Child Abuse Act of 1990 (34 U.S.C. § 20341) or any applicable state law.

Claimant: The person who is alleged to have experienced conduct that constitutes a USASF policy or Code violation.

Close-in-Age Exception: An exception applicable to certain policies when an Adult Participant does not have Authority over a Minor Athlete *and* is not more than four years older than the Minor Athlete (e.g., a 19-year-old and a 16-year-old) at the time of the interaction.

Club: Any United States based company or organization who is a USASF Member that trains Adult and/or Minor Athletes in cheer and/or dance from which one or more teams that may attend USASF sanctioned and/or sponsored Events.

Club Owner: An individual who is also a Coach Member of USASF, regardless of whether their coaching status, and owns, either in whole or in part, a Member Club or is a managing director of a Club that is owned by an entity that is not closely held.

Coach: Individuals who are USASF Members who are Club owners and/or who coach Athlete(s) in cheer and/or dance.

Code: The USASF Code of Conduct and Compliance as it may be updated from time-to-time.

Consent: Informed and voluntary agreement demonstrated by clear words or actions, indicating a person who is legally and functionally competent has indicated approval or permission to engage in a mutually agreed upon activity. Consent to any one form of activity does not automatically imply Consent for any other forms of activity. Once given, Consent can be withdrawn. Previous relationships or prior Consent does not imply Consent to future sexual activity. Consent cannot be obtained: (a) by force, (b) by taking advantage of the Incapacitation of another, (c) from someone who lacks Legal Capacity, (d) when a Power Imbalance exists.

Days: Unless expressly provided otherwise, the term “days” shall mean business days, which excludes weekends and national holidays.

Dual Relationships: An exception applicable to certain policies when an Adult Participant has a dual role or relationship with a Minor Athlete and the Minor Athlete’s parent/guardian has provided written consent during the current Member term authorizing the exception.

Event Producer: Any United States based company or organization who is a USASF Member that hosts one or more competitive events in the United States and have All Star Cheer and/or Dance Divisions.

Event: Any competitive event in the United States that is sponsored, sanctioned, affiliated, or produced by a USASF Member that contains one or more competitive events and has an All Star Cheer and/or Dance Division(s).

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

- a. Physical violence means that a person is exerting control over another person using physical force. Examples of physical violence include hitting, punching, slapping, kicking, restraining, strangling, and brandishing or using any weapon.
- b. Threats are words or actions that would compel a reasonable person to engage in unwanted sexual activity. Examples include threats to harm a person physically, to reveal private information to harm a person's reputation or to deny a person's ability to participate in sports.
- c. Intimidation is an implied threat that menaces or causes reasonable fear in another person. A person's size, alone, does not constitute intimidation; however, a person's size may be used in a way that constitutes intimidation (e.g., blocking access to an exit).
- d. Coercion is the use of an unreasonable amount of pressure to gain intimate or sexual access. Coercion is more than an effort to persuade, entice, or attract another person to engage in sexual activity. When a person makes clear their decision not to participate in a form of Sexual Contact or Sexual Intercourse, their decision to stop, or their decision not to go beyond a certain sexual interaction, continued pressure can be coercive. Whether conduct is coercive may depend on: (i) the frequency of the application of the pressure, (ii) the intensity of the pressure, (iii) the degree of isolation of the person being pressured, and (iv) the duration of the pressure.

Function: All travel, lodging, practice, competition, exhibitions, and/or any other All Star related activity or Event.

Grooming: The process whereby a person engages in a series or pattern of behaviors with a goal of engaging in Sexual Misconduct. Grooming is initiated when a person seeks out a vulnerable Minor. Once selected, offenders will then earn the Minor's trust, and potentially the trust of the Minor's family. After the offender has engaged the Minor in sexually inappropriate behavior, the offender seeks to maintain control over him/her. Grooming occurs through direct, in-person, or online contact.

Harassment: Repeated or severe conduct that (a) causes fear, humiliation, or annoyance, (b) offends or degrades, (c) creates a Hostile Environment (as defined herein), or (d) reflects discriminatory bias in an attempt to establish dominance, superiority, or power over an individual or group based on age, race, ethnicity, culture, religion, national origin, or mental or physical disability; or (e) any act or conduct described as harassment under federal or state law.

Hostile Environment: Exists when, from a subjective and objective perspective, conduct is sufficiently severe, persistent, or pervasive such that it interferes with, limits, or deprives any individual of the opportunity to participate in any program, activity, Function, and/or Event.

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

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

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

The Consent construct can also be applied to other forms of non-sexual conduct, such as hazing or other forms of Physical or Emotional misconduct. It is a violation of the Code for a Member to engage in Sexual Contact or Sexual Intercourse without Consent.

In-Program Contact: Any contact (including communications, interactions, or activities) between an Adult Participant and any Athlete(s) related to participation in All Star Cheer and/or Dance. Examples of In-Program Contact include, but are not limited to competition, practices, camps/clinics, training/instructional sessions, meals or outings, team travel, team- or sport-related relationship-building activities, celebrations, award ceremonies, banquets, team- or sport-related fundraising or community service, sport education, or competition site visits.

Intimate or Romantic Relationship: A close personal relationship—other than a familial relationship—that exists independently and outside of the All-Star Cheerleading and Dance relationship. Whether a relationship is intimate is based on the totality of the circumstances, including: Regular Contact or interactions outside of or unrelated to the All Star Cheerleading and Dance relationship (electronically or in person), the parties' emotional connectedness, significant travel together sharing the same room, the exchange of gifts, ongoing physical or intimate contact or sexual activity, identify as a couple, the sharing of sensitive personal information, or intimate knowledge about each other's lives outside the All-Star Cheerleading and Dance relationship.

Junior Personnel: Any individual Member under the age of 18 years associated with and serves in an official capacity for the Member Club, who serves under the direct supervision of an adult.

Jurisdiction: Includes any sanctioned Event or Functions (including all travel and lodging in connection with the Event) by USASF or a Member Club, or any facility that the Member Club or Member owns, leases, or rents for practice, training, or competition.

Legal Capacity: Minors, any individual under the age of 18, cannot Consent to conduct of a sexual nature. While the legal age of Consent varies under state and federal law, the age of capacity under the USASF policies and codes is 18.

Mandatory Reporter: An individual required by law to report, to the appropriate federal, state, or local agencies, if they know, suspect, or have reason to believe that Child Abuse is occurring. The list of “Mandatory Reporters” now includes any adult authorized to interact with a Minor Athlete at a sports organization, facility, Event, or treatment.

Member: Any individual or entity that has completed all eligibility requirements for the Member category. Any reference to “Member” in any USASF policy or code applies to all Membership categories, unless otherwise specified.

Member Organization: Any entity who is a USASF Member under the following Membership categories: Event Producer, Club, Affiliate, and/or Associate.

Minor Athlete: Any individual who is a USASF Member who is or will be on a team representing a USASF Club Member and is under the age of 18 years old during the current Membership term (collectively, with Adult Athlete, referred to as “Athlete”).

Minor or Child: An individual who is, or is believed to be, under the age of 18.

Observable and Interruptible: Able to be seen and/or heard by another adult and another adult must be able to interrupt the interaction easily.

Official Warning: Written communication that the USASF found the Respondent violated one or more USASF policies and/or codes. The Member has no eligibility restrictions.

One-on-One Interaction/Contact: Interactions, meetings, and/or training between a Minor Athlete and one Adult Participant (who is not the Minor Athlete’s parent/guardian), which is not within an Observable and Interruptible distance from another adult.

Out-of-Program Contact: Any One-on-One contact between an unrelated Adult Participant and Minor Athlete, which is not pertaining to In-Program activities, Functions, or Events (e.g., trips, meals, or gifts without any direct correlation to All Star Cheer and/or Dance activities).

Personnel: Any individual non-coaching Member who is 18 years of age or older associated with and serves in an official capacity for the Member Club.

Power Imbalance: A power imbalance may exist where, based on the totality of the circumstances, one person has supervisory, evaluative, or other Authority over another. Whether there is a power imbalance depends on several factors, including but not limited to: the nature and extent of the supervisory, evaluative, or other Authority over the person; the actual relationship between the parties; the parties' respective roles; the nature and duration of the relationship; the age of the parties involved; whether there is an aggressor, whether there is a significant disparity in age, size, strength, or mental Capacity.

Once a Coach-Athlete relationship is established, a Power Imbalance is presumed to exist throughout the Coach-Athlete relationship (regardless of age) and is presumed to continue for Minor Athletes after the Coach-Athlete relationship terminates until the Athlete reaches 20 years of age.

A Power Imbalance may exist, but is not presumed, when an Intimate Relationship existed before the sport relationship (e.g., a relationship between two spouses or life partners that preceded the sport relationship).

Probation: There is sufficient cause for the Member to remain under review for a defined period; the Member's eligibility is not restricted while under Probation. Any violations committed while under Probation are subject to additional review by USASF and may be cause for Revocation of Membership.

Regular Contact: Ongoing interactions during a 12-month period wherein an Adult Participant is in a role of direct and active engagement with any Athlete(s).

Reporter: Any individual, other than the Claimant, who submits a Report alleging violations of a USASF policy and/or code against a Member.

Respondent: A Member who is alleged to have violated a USASF policy or code.

Retaliation: Adverse action against any individual or entity for making a good faith report of a possible Code violation to the USASF or other relevant organization or for participating in any process under this Code; retaliation includes, but is not limited to, threatening, intimidating, harassing, coercing or any other conduct that would discourage a reasonable person from engaging or participating in the USASF's processes when the action is reasonably related to the report or engagement with the USASF.

Revocation of Membership: Removal of Membership from an individual or entity, including any rights and privileges associated with Membership.

Sanctions: Steps taken in response to a violation of a USASF policy and/or code. Sanctions may include, but are not limited to, an Official Warning, monetary fine, Membership Suspension, Probation, and/or Revocation of Membership.

Sexual Contact: Any intentional touching of a sexual nature, however slight, with any object or body part, by a person upon another person. Sexual Contact includes but is not limited to: (a) kissing, (b) intentional touching of the breasts, buttocks, groin, or genitals, whether clothed or unclothed, or intentionally touching of another with any of these body parts; and (c) making another touch themselves, the Member, or someone else with or on any of these body parts.

Sexual Exploitation: A Member purposely or knowingly:

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

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

Sexual Misconduct: Conduct that includes, but is not limited to: Sexual or Gender-related Harassment; Non-consensual Sexual Contact (or attempts to commit the same); Non-consensual Sexual Intercourse (or attempts to commit the same); Sexual Exploitation; Bullying, hazing, or other inappropriate conduct of a sexual nature.

Suspend: A temporary withdrawal of rights or privileges afforded a USASF Member.

Temporary Measures: Steps taken in response to allegations of a USASF policy or Code violation, the USASF, at its discretion, may mandate a Member's participation in cooperative actions or supportive measures. The Member's eligibility to participate may be restricted pending final resolution.

CONDUCT REGULATIONS

ARTICLE 1: JURISDICTION

Section 1.1: Jurisdiction of the USASF

The USASF has Jurisdiction to investigate and resolve allegations that a Member engaged in one or more of the following:

- a. Sexual Misconduct, including without limitation child sexual abuse and any misconduct that is reasonably related to an underlying allegation of Sexual Misconduct;
- b. Criminal charges or dispositions involving Child Abuse or Sexual Misconduct;
- c. Misconduct related to reporting, where the underlying allegation involves Child Abuse or Sexual Misconduct;
- d. Aiding and abetting when it relates to the USASF's processes;
- e. Misconduct related to the USASF's processes;
- f. Emotional and Physical Misconduct, including stalking, Bullying behaviors, hazing, and harassment;
- g. Non-sexual Child Abuse;
- h. Criminal charges or dispositions not involving Child Abuse or Sexual Misconduct;
- i. Other Prohibited Conduct, as outlined herein; and/or
- j. Abuse Prevention Policy or other similar Proactive Policy violations.
- k. Violations of the Compliance Policies

If the USASF accepts jurisdiction, it will use the resolution procedures set forth in this Code. The USASF may reassess its jurisdictional decision at any time.

Section 1.2: Jurisdiction of the Member Club

- a. When allegations are presented to the Member Club, the Member Club should take necessary and appropriate measures, up to and including a suspension from the Club, to investigate and address any allegations of misconduct, as well as contacting the appropriate law enforcement agency, if necessary.
- b. After the Member Club completes Subsection (a) above, the Member Club will immediately report to USASF the allegations of misconduct, as well as provide all documentation and/or information related to the allegations, including but not limited to contact information for all individuals/entities involved and report/case number: (1) received and/or created during the Member Club's investigation; and (2) provided to and/or received from the appropriate law enforcement agency.
- c. If USASF expressly exercises jurisdiction over allegations regarding a particular Member, the USASF will issue a Notice of Investigation and Allegation (NOIA) to the Member and when applicable the Member Club, at which point the Member Club may implement any necessary safety plan(s) or Temporary Measure(s).

ARTICLE 2: PROHIBITED CONDUCT

This Article 2 sets forth expectations for Members related to emotional, physical, and Sexual Misconduct in All Star Cheerleading and Dance, including, but not limited to, Bullying, hazing, and Harassment.

The privilege of Membership in the USASF and/or participation in a USASF Function may be subject to Temporary Measures, Sanctions, and/or Revocation of Membership, if a Member's conduct is or was inconsistent with this Code or the best interest of All Star Cheerleading and Dance and those who participate in it. It is a violation of the Code for a Member or Member Club to engage in or tolerate: (1) Prohibited Conduct, as outlined in the Code; (2) any conduct that would violate any standards promulgated by the USASF or the Member Club that are analogous to Prohibited Conduct and that existed at the time of the alleged conduct; or (3) any conduct that would violate social norms analogous to Prohibited Conduct that existed at the time of the alleged conduct, including all applicable criminal or civil laws.¹

Section 2.1: What Is Prohibited Conduct?

Prohibited Conduct includes, but is not limited to:

1. Criminal Charges or Dispositions
2. Child abuse
3. Sexual Misconduct
4. Emotional and Physical Misconduct, including Stalking, Bullying, Hazing, and Harassment
5. Aiding and Abetting
6. Misconduct Related to Reporting
7. Misconduct Related to the USASF's Process
8. Other Inappropriate Conduct
9. Violation of Minor Athlete Abuse Prevention Policies / Proactive Policies

Section 2.2: Criminal Charge or Disposition

Criminal conduct is relevant to an individual's fitness to participate in All Star Cheerleading and Dance. The age of a criminal charge or disposition is not relevant to whether a violation of the Code occurred but may be considered for Sanctioning purposes. The USASF reviews criminal charges or dispositions involving Sexual Misconduct or Child Abuse, and any prior consideration, or finding by a Member Club, regarding a criminal disposition involving Sexual Misconduct or Child Abuse is not relevant to the USASF's determination.

¹ The focus of this provision is on community standards in place at the time of the alleged conduct. The question is: Would a reasonable person at the time of the alleged conduct occurred have had notice that the alleged conduct would have violated community standards and norms as those standards were generally expressed in then applicable criminal or civil statutes, or other applicable community standards? The USASF need not establish every element of a crime, nor must it apply any evidentiary standards or burdens of proof other than those provided in this Code.

- a. It is a violation of the Code for a Member to have a criminal charge or disposition listed below. All Members, except for Minor Athletes, are required to report to the USASF any Criminal Charge(s) and/or Disposition(s) including but not limited to:
 1. Any felony;
 2. All sexual crimes, criminal offenses of a sexual nature to include but not limited to: rape, child molestation, sexual battery, lewd conduct, possession and/or distribution of child pornography, possession and/or distribution of obscene material, prostitution, indecent exposure, public indecency, and/or any sex offender registrant;
 3. Harm to a Minor, including but not limited to: offenses such as child abandonment, child endangerment/neglect/abuse, contributing to the delinquency of a Minor, and DUI with a Minor;
 4. Violence against a person, force, or threat of force (including crimes involving deadly weapons and domestic violence);
 5. Stalking, harassment, blackmail, violation of a protection order, and/or threats;
 6. Destruction of property, including arson, vandalism, and criminal mischief;
 7. Animal abuse, cruelty, and/or neglect; and/or
 8. Criminal offenses including “Attempted Crimes” in the above classifications.
- b. Criminal Disposition:
 1. It is a violation of the Code for a Member to be or have been subject to any disposition or resolution of a criminal proceeding for the items mentioned in Section 2.2(a)(1)-(8), including, but not limited to: an adjudication of guilt or admission to a criminal violation, a plea to the charge or a lesser included offense, a plea of no contest, any plea analogous to an Alford or Kennedy plea, the disposition of the proceeding through a diversionary program, deferred adjudication, deferred prosecution, disposition of supervision, conditional dismissal, juvenile delinquency adjudication, or similar arrangement.
 2. Notwithstanding the provisions of Section 2.2.a.1 hereinabove, it is not a violation of the Code for a Member to be or have been subject to a resolution of a criminal proceeding that results in a not-guilty finding.
- c. Criminal Charge:
 1. It is a violation of the Code for a Member to have any pending criminal charge(s) or warrant(s) for arrest for the items mentioned in Section 2.2(a)(1)-(8).
- d. When assessing whether conduct constitutes a criminal charge or disposition, the USASF may assess and rely upon the original charges, amended charges, and/or those to which a plea was entered.
 1. If the USASF learns of any other crimes other than those listed in Section 2.2(a)(1)-(8), USASF reserves the right to consider those crimes as well as the totality of the circumstances in all cases for the fitness of Membership.

Section 2.3: Sex Offender Registry

Anyone who is currently on any state, federal, territorial, or tribal sex offender registry may not become a Member of USASF.

Section 2.4: Child Abuse

It is a violation of the Code for a Member to engage in Child Abuse.

Section 2.5: Sexual Misconduct

- a. It is a violation of the Code for a Member to engage in Sexual Misconduct. Sexual Misconduct offenses include, but are not limited to:
 1. Sexual or Gender-related Harassment
 2. Non-consensual Sexual Contact (or attempts to commit the same)
 3. Non-consensual Sexual Intercourse (or attempts to commit the same)
 4. Sexual Exploitation
 5. Bullying, hazing, or other inappropriate conduct of a sexual nature.
- b. Sexual or Gender-related Harassment
 1. Sexual harassment is any unwelcome sexual advance, request for sexual favors, or other unwanted conduct of a sexual nature, whether verbal, non-verbal, graphic, physical, or otherwise, when the conditions outlined in (i) or (ii) below are present.
 2. Sexual harassment includes harassment related to gender, sexual orientation, gender identity, or gender expression, which may include acts of aggression, intimidation, or hostility, whether verbal or non-verbal, graphic, physical, or otherwise, even if the acts do not involve conduct of a sexual nature, when the conditions outlined in (a) or (b), below, are present.
 - i. Submission to such conduct is made, either explicitly or implicitly, a term or condition of any person's employment, standing in All Star Cheerleading and Dance, or participation in All Star Functions; or when submission to or rejection of such conduct is used as the basis for sporting decisions affecting the individual (often referred to as "quid pro quo" harassment); or
 - ii. Such conduct creates a Hostile Environment. A "Hostile Environment" exists when the conduct is sufficiently severe, persistent, or pervasive such that it interferes with, limits, or deprives any individual of the opportunity to participate in any program, activity, Function, and/or Event. Conduct must be deemed severe, persistent, or pervasive from both a subjective and an objective perspective.
 3. Whether a Hostile Environment exists depends on the totality of known circumstances, including, but not limited to:
 - i. The frequency, nature, and severity of the conduct;
 - ii. Whether the conduct was physically threatening;
 - iii. The effect of the conduct on the Claimant's mental or emotional state;
 - iv. Whether the conduct was directed at more than one person; and
 - v. Whether the conduct arose in the context of other discriminatory conduct.
 4. A Hostile Environment can be created by persistent or pervasive conduct or by a single or isolated incident that is sufficiently severe. The more severe the conduct, the less need there is to show a repetitive series of incidents to prove a Hostile Environment, particularly if the conduct is physical. A single incident of Sexual Contact without Consent, for example, may be sufficiently severe to constitute a Hostile Environment. In contrast, the perceived offensiveness of a single verbal or written expression, standing alone, is typically not sufficient to constitute a Hostile Environment.

- c. Nonconsensual Sexual Contact: It is a violation of the Code for a Member to engage in Sexual Contact without Consent.
- d. Nonconsensual Sexual Intercourse: It is a violation of the Code for a Member to engage in Sexual Intercourse without Consent.
- e. Sexual Exploitation: It is a violation of the Code for a Member to engage in Sexual Exploitation.
- f. Bullying, Hazing, or Other Inappropriate Conduct of a Sexual Nature: It is a violation of the Code for a Member to engage in Bullying, Hazing, and other inappropriate conduct of a sexual nature.

Section 2.6: Emotional and Physical Misconduct

- a. It is a Code violation for a Member to engage in emotional or physical misconduct, when that misconduct occurs within a context that is reasonably related to All Star Cheerleading and Dance, which includes, without limitation:
 - 1. Emotional Misconduct;
 - 2. Physical Misconduct;
 - 3. Bullying;
 - 4. Hazing; and/or
 - 5. Harassment.
- b. Emotional Misconduct
 - 1. Emotional misconduct includes (a) Verbal Acts, (b) Physical Acts, (c) Acts that Deny Attention or Support, (d) Criminal Conduct, or (e) Stalking. Emotional misconduct is determined by the objective behaviors, not whether harm is intended or results from the behavior.
 - 2. Verbal Acts: Repeatedly and excessively verbally assaulting or attacking someone personally in a manner that serves no productive training or motivational purpose.
 - 3. Physical Acts: Repeated or severe physically aggressive behaviors, including but not limited to, throwing equipment, water bottles or chairs at or in the presence of others, punching walls, windows, or other objects.
 - 4. Acts that Deny Attention or Support: Ignoring or isolating a person for extended periods of time, including routinely or arbitrarily excluding a Member from practice.
 - 5. Criminal Conduct: Emotional misconduct includes any act or conduct described as emotional abuse or abuse by any federal or state law.
 - 6. Stalking
 - i. Stalking occurs when a person purposefully engages in a course of conduct directed at a specific person, and knows or should know, that the course of conduct would cause a reasonable person to (i) fear for their safety, (ii) the safety of a third person, or (iii) to experience substantial emotional distress.
 - ii. “Course of conduct” means at least two or more acts, in which a person directly, indirectly, or through third parties, by any action, method, device, or means, follows, monitors, observes, surveils, threatens, or communicates to or about another person, or interferes with another person’s property. “Substantial emotional distress” means significant mental suffering or anguish.

- iii. Stalking also includes “cyber-stalking,” wherein a person stalks another using electronic media, such as the internet, social networks, blogs, cell phones, texts, or other similar devices or forms of contact.
 - 7. Exclusions
 - i. Emotional misconduct does not include professionally accepted coaching methods of skill enhancement, physical conditioning, team building, appropriate discipline, or improved Athlete performance. Emotional misconduct also does not include conduct reasonably accepted as part of All Star Cheerleading and Dance or conduct reasonably accepted as part of Member’s participation.
- c. Physical Misconduct
 - 1. Physical misconduct is any intentional contact or non-contact behavior that causes physical harm to another or causes another to reasonably believe physical harm was imminent.
 - 2. Examples of physical misconduct may include, without limitation:
 - i. Contact violations: Punching, beating, biting, striking, strangling, or slapping another; intentionally hitting another with objects, such as sporting equipment.
 - ii. Non-contact violations: Isolating a person in a confined space, such as locking an Athlete in a small space; forcing an Athlete to assume a painful stance or position for no athletic purpose (e.g., requiring an Athlete to kneel on a harmful surface); withholding, recommending against, or denying adequate hydration, nutrition, medical attention, or sleep; encouraging or knowingly permitting an Athlete to return to play prematurely following a serious injury (e.g., a concussion) without the clearance of a medical professional; providing, assisting in providing, or condoning the consumption of alcohol to a person under the legal drinking age; providing, assisting in providing, or condoning the consumption of illegal drugs or non-prescribed medications to another.
 - iii. Criminal Conduct: Physical misconduct includes any act or conduct described as physical abuse or misconduct under federal or state law (e.g., Child Abuse, assault, battery).
 - iv. Exclusions: Physical misconduct does not include professionally accepted coaching methods of skill enhancement, physical conditioning, team building, appropriate discipline, or improved Athlete performance. For example, hitting, punching, and kicking another are well-regulated forms of contact in combat sports, but have no place in All Star Cheer and Dance. Physical misconduct also does not include conduct reasonably accepted as part of All Star Cheerleading and Dance or conduct reasonably accepted as part of Member’s participation.
- d. Bullying
 - 1. Bullying is repeated or severe behavior(s) that are (a) aggressive, (b) directed at a Minor, and (c) intended or likely to hurt, control, or diminish the Minor emotionally, physically, or sexually.
 - 2. Examples of Bullying may include, without limitation, repeated or severe:
 - i. Hitting, pushing, punching, beating, biting, striking, kicking, strangling, slapping, spitting at, or throwing objects (such as sporting equipment) at another person;
 - ii. Ridiculing, taunting, name-calling, or intimidating another, or threatening to cause someone harm;
 - iii. Cyberbullying; use of rumors or false statements about someone to diminish that person’s reputation; using electronic communications, social media, or other

- technology to harass, frighten, intimidate, or humiliate someone; socially excluding someone and asking others to do the same;
 - iv. Ridiculing or taunting that is sexual in nature or based on gender or sexual orientation (real or perceived), gender traits or behavior, or teasing someone about their looks or behavior as it relates to sexual attractiveness.
 - v. Criminal Conduct: Bullying behavior includes any conduct described as Bullying under federal or state law.
3. Exclusions
- i. Conduct may not rise to the level of Bullying behavior if it is merely rude (inadvertently saying or doing something hurtful), mean (purposefully saying or doing something hurtful, but not as part of a pattern of behavior), or arising from conflict or struggle between persons who perceive they have incompatible views or positions. Bullying does not include professionally accepted coaching methods of skill enhancement, physical conditioning, team building, appropriate discipline, or improved Athlete performance.
- e. Hazing
- 1. Any conduct that subjects another person, whether physically, mentally, emotionally, or psychologically, to anything that may endanger, abuse, humiliate, degrade, or intimidate the person as a condition of joining or being socially accepted by a group, team, or organization. Purported Consent by the person subjected to hazing is not a defense, regardless of the person's perceived willingness to cooperate or participate.
 - 2. Examples of Hazing include:
 - i. Contact acts: Tying, taping, or otherwise physically restraining another person; beating, paddling or other forms of physical assault.
 - ii. Non-contact acts: Requiring or forcing the consumption of alcohol, illegal drugs or other substances, including participation in binge drinking and drinking games; personal servitude; requiring social actions (e.g., wearing inappropriate or provocative clothing) or public displays (e.g., public nudity) that are illegal or meant to draw ridicule; excessive training requirements demanded of only particular individuals on a team that serve no reasonable or productive training purpose; sleep deprivation; otherwise unnecessary schedule disruptions; withholding of water or food; restrictions on personal hygiene.
 - iii. Sexualized acts: Actual or simulated conduct of a sexual nature.
 - iv. Criminal acts: Any act or conduct that constitutes hazing under applicable federal or state law.
 - 3. Exclusions
 - i. Conduct may not rise to the level of Hazing if it is merely rude (inadvertently saying or doing something hurtful), mean (purposefully saying or doing something hurtful, but not as part of a pattern of behavior), or arising from conflict or struggle between persons who perceive they have incompatible views or positions.
 - ii. Hazing does not include professionally accepted coaching methods of skill enhancement, physical conditioning, team building, appropriate discipline, or improved Athlete performance.
- f. Harassment
- 1. Whether conduct is Harassing depends on the totality of the circumstances, including the nature, frequency, intensity, location, context, and duration of the behavior.

2. Exclusions
 - i. Conduct may not rise to the level of Harassment if it is merely rude (inadvertently saying or doing something hurtful), mean (purposefully saying or doing something hurtful, but not as part of a pattern of behavior), or arising from conflict or struggle between persons who perceive they have incompatible views or positions.
 - ii. Harassment does not include professionally accepted coaching methods of skill enhancement, physical conditioning, team building, appropriate discipline, or improved Athlete performance.

Section 2.7: Aiding and Abetting

- a. Aiding and Abetting occurs when a Member aids, assists, facilitates, promotes, or encourages the commission of prohibited conduct by an individual, including but not limited to, knowingly:
 1. Allowing any person who has been identified as Banned, Suspended, or otherwise ineligible by the USASF to be in any way associated with or employed by a Member Organization;
 2. Providing any coaching-related activities or services, within a Member Organization's facilities or in the vicinity of other Members, to an Adult or Minor Athlete who has been identified as Banned, Suspended, or otherwise ineligible by the USASF.
 3. Allowing any person to violate the terms of their Ban, Suspension, or any other Sanctions imposed by the USASF.
- b. A Member also violates the Code if someone acts on behalf of the Member to engage in Aiding or Abetting, or if the parent/guardian, family member, or other representative of a Member, including a Minor, engages in Aiding or Abetting.

Section 2.8: Misconduct Related to Reporting and Process

- a. Failure to Report: A Member who fails to report actual or suspected Sexual Misconduct or Child Abuse to the USASF and, when appropriate, to law enforcement may be subject to disciplinary action and may also be subject to federal or state penalties.
 1. The obligation to report is broader than reporting a pending charge or criminal arrest of an Adult Participant; it requires reporting to the USASF any conduct which, if true, would constitute Sexual Misconduct or Child Abuse. The obligation to report to the USASF is an ongoing one and is not satisfied simply by making an initial report.
 2. The obligation includes reporting, on a timely basis, all information of which a Member knows or becomes aware of later, including the names of witnesses, third-party reporters, Respondents, and Claimants.
 3. Members should not investigate or attempt to evaluate the credibility or validity of allegations involving Sexual Misconduct involving a Minor or Child Abuse. Members making a good faith report are not required to prove the reports are true before reporting.
- b. Intentionally Filing a False Allegation
 1. In addition to constituting misconduct, filing a knowingly false allegation that a Member engaged in Prohibited Conduct may violate state criminal law and civil defamation laws. Any Member making a knowingly false allegation in a matter over which the USASF exercises Jurisdiction shall be subject to disciplinary action by the USASF.

2. An allegation is false if the events reported did not occur, and the person making the report knows the events did not occur.
 3. A false allegation is different from an unsubstantiated allegation; an unsubstantiated allegation means there is insufficient supporting evidence to determine whether an allegation is true or false. Absent demonstrable misconduct, an unsubstantiated allegation alone is not grounds for a Code violation.
- c. Misconduct Related to the USASF's Process
1. The behaviors identified below constitute Prohibited Conduct and may give rise to a disciplinary action. In addition, a Member also violates the Code if someone acts on the Member's behalf and engages in any of the following Prohibited Conduct, including a Member's parent/guardian or family member of a Minor:
 - i. Abuse of Process: A Member, or someone acting on behalf of a Member, violates this Code by directly or indirectly abusing or interfering with the USASF's processes by:
 - A. Falsifying, distorting, or misrepresenting information, the resolution process, or an outcome;
 - B. Destroying or concealing information;
 - C. Discouraging or attempting to discourage an individual's proper participation in, or use of, the USASF's processes;
 - D. Harassing or intimidating (verbally or physically) any person involved in the USASF's processes before, during, or following proceedings;
 - E. Publicly disclosing a Claimant's identifying information;
 - F. Failing to comply with a Temporary Measure or other Sanction;
 - G. Distributing or otherwise publicizing materials or information created, produced, or provided during any course of action as a part of these policies or procedures, except as required by law or as expressly permitted by the USASF; or
 - H. Influencing or attempting to influence another person to commit abuse of process.
 - d. In such a case of engaging in any of the above-referenced Prohibited Conduct, the Member, and the party acting on the Member's behalf, if such person is also a Member, may be Sanctioned.

Section 2.9: Retaliation

Retaliation against anyone for participating in the USASF's processes is prohibited. Retaliation may be present even where there is a finding that no violation occurred. Retaliation does not include good-faith actions lawfully pursued in response to a report of a Code violation.

Section 2.10: Other Inappropriate Conduct

- a. Intimate Relationship: An Adult Member violates this Code by engaging in an Intimate or Romantic Relationship where a Power Imbalance exists.
- b. Exposing a Minor to Sexual Content/Imagery: An Adult Member violates this Code by intentionally exposing a Minor to content or imagery of a sexual nature, including but not limited to, pornography, sexual comment(s), sexual gestures, or sexual situation(s).
 1. This provision includes the possibility that similar behavior between adults could constitute Sexual Harassment, as defined in the Code.

- c. Intentional Exposure of Private Areas: An Adult Member violates this Code by intentionally exposing breasts, buttocks, groin, or genitals, or induces another to do so, to an Adult when there is a Power Imbalance, or to a Minor.
- d. Inappropriate Physical Contact: An Adult Member violates this Code by engaging in inappropriate physical contact with a Member when there is a Power Imbalance. Such inappropriate contact includes, but is not limited to, intentionally:
 - 1. Touching, slapping, or otherwise contacting the buttocks or genitals of a Member;
 - 2. Excessively touching or hugging a Member; and/or
 - 3. Kissing a Member.
- e. Engaging in illegal alcohol or drug use.
- f. Willful Tolerance: A Member violates this Code by willfully tolerating any form of Prohibited Conduct, when there is a Power Imbalance between that Member and the individual(s) who are being subjected to the Prohibited Conduct.

ARTICLE 3: ABUSE PREVENTION POLICIES

It is a violation of the Code for a Member to violate any provision of this Code or other Abuse Prevention Policies adopted by USASF.

ABUSE PREVENTION POLICIES (APP)

INTRODUCTION

All Member Clubs must implement proactive policies designed to prevent abuse. The Member Club must have a reporting mechanism to accept reports that an Adult Participant is violating the APP. The Member Club must appropriately investigate and resolve any reports received, unless the violation is reported to the USASF and it exercises Jurisdiction over the report. This requirement is in addition to requirements to report abuse under the USASF Conduct Regulations.

What is the APP?

The APP is a collection of proactive prevention and training policies that apply to all Member Clubs. It has three primary components:

1. An Education & Training Policy that requires training for Adult Participants within the USASF;
2. Required Abuse Prevention Policies, focused on limiting One-on-One interactions between Adult Participants and Minor Athletes, that Member Clubs of USASF must implement.
3. Recommended Prevention Policies.

The USASF adopted the APP to assist USASF Member Clubs and other individuals to whom these policies apply in meeting their obligations under the USASF Conduct Regulations. Clubs must share these policies with all Participants and with parents/guardians of Minor Athletes. Those implementing these policies should consider the physical and cognitive needs of all Athletes.

The APP focuses on just two important aspects of a much larger comprehensive abuse prevention strategy. These policies address (1) training requirements at Member Clubs and (2) limiting One-on-One interactions between adults and Minor Athletes. These policies are intended to be enforceable and reasonable, acknowledging, for example, that when a 17-year-old Athlete turns 18, they become an Adult Athlete, and a complete prohibition of One-on-One interactions may not be necessary or practical. Additionally, there may be other instances when One-on-One interactions could occur, and in those cases, these policies provide strategies so parents/guardians can provide informed Consent if they choose to allow a permitted interaction. The USASF recommends that parents first complete training on abuse prevention to be informed about potential boundary violations and concerns before Consenting to the interaction.

While the APP will help Clubs implement these policies to greatly improve Athlete safety, in no way can they guarantee Athlete safety in all circumstances, especially when the policies are not fully implemented, followed, or monitored. These policies are not comprehensive of all prevention strategies, nor are they intended to be. These policies should be implemented alongside the USASF Conduct Regulations. Additionally, other resources are available that may assist Clubs in improving Athlete safety. A Member Club may implement a policy that is more restrictive than the USASF policy. It may not be less restrictive.

How Does the USASF Monitor Compliance with the APP?

It is the responsibility of the USASF Members to comply with the APP. Member Clubs should take action within their Club for violations of the APP by Adult Participants. Adult Participants also have an independent responsibility to comply with these APP provisions. Violations of these provisions can result in Sanctions under the USASF Conduct Regulations.

Is the APP Different from the USASF Conduct Regulations?

Yes. The USASF Conduct Regulations work alongside the APP to prevent abuse. The APP includes proactive prevention policies for Clubs and individuals, while the USASF Conduct Regulations contains misconduct policies for individuals. However, violations of the APP can violate the USASF Conduct Regulations, and violators can be Sanctioned

PART I: EDUCATION AND TRAINING POLICY

Mandatory Child Abuse Prevention Training Components:

Abuse Prevention Education

1. Club Owners must take the Screening and Hiring Education Course provided by Safe At All Star. To access:
 - a. Visit www.SafeatAllStar.com.
 - b. Click the "Training Tab" from the menu
 - c. If new user to site, you must request a new password (*username is the same as USASF Coach profile email username*)
 - d. Login with username and password
 - e. Click the "Owners" portal box
 - f. Click "Best Practices in Hiring and Screening"

Member Clubs will need to work with their legal counsel to develop their Club's screening and hiring policies that adhere to the best practices for youth serving organizations in their state. It is important to note that some states (*e.g.*, Pennsylvania, Florida, etc.) may have specific requirements for employers who provide services to Minors.

2. Member Clubs must require Adult Participants under their jurisdiction, that are not USASF Members to:
 - a. Complete an abuse prevention training.
 - b. Member Clubs must track the Adult Participants who completed such training and, upon request by USASF, provide a list of compliant Adult Participants.
3. Member Clubs with Adult Participants under their jurisdiction, that are USASF Members:
 - c. Abuse prevention training of Adult Participants who are Members or Applicants of the USASF is tracked by USASF as part of Membership and satisfies the Member Club's obligation to USASF with respect to this training policy.
 - d. Member Clubs may provide training *in addition to* the USASF required training but cannot substitute their training for the USASF required course(s) for Membership.
4. Member Clubs must, on an annual basis, offer and give training to Minor Athletes, subject to parental consent, and parents on the prevention and reporting of Child Abuse.
 - e. For training to Minor Athletes and parents, the Member Club must be able to provide a description of the training and how the training was offered to Minor Athletes and parents, at USASF's request.
 - f. The Member Club is not required to track individual course completions of Minor Athletes and/or parents.

The USASF offers youth and parent courses that meet the above requirement at no cost, as a Member benefit to Member Clubs, located at www.SafeatAllStar.com.

- i. <https://safeatallstar.com/training-front-page/>;
- ii. Login using their Minor Athlete's USASF email username;
- iii. Create a new password; and
- iv. Click the training tab.

Mandatory Reporter Training

Annually, Member Clubs must provide training to all employees and volunteers identified as Mandatory Reporters on the legal requirements and reporting procedures for their state. In addition to the annual training, Member Clubs must:

1. Provide a tool for all participants to make a confidential report to the Club if they suspect abuse and/or misconduct;
2. Provide a tool for Mandatory Reporters to immediately report suspicions of abuse; and
3. Post the legal requirements and specific reporting procedures for their state for all Coaches and Adult Participants to reference.

Abuse Prevention Policy Notifications & Education

Member Clubs must:

1. Post a summary of their Abuse and Prevention Policy & Procedures in a conspicuous place for all Members, parents/guardians, and Adult Participants to see;
2. Share and make available resources for parents to educate themselves and their Minor Athlete(s) on preventative measures and steps to take if they believe misconduct has occurred;
3. Disclose those persons in their facility that are not Members of the USASF to the parent(s) and legal guardian(s) of Athletes.

Concussion Education

Each USASF Club Member must have a concussion policy that includes its approach, policies, and procedure in connection with concussion recognition, care, and return-to-play guidelines.

1. All competitive team Adult Athlete(s) and parents or guardians of each Minor Athlete must sign the Club Member's concussion policy.
2. Parents/guardians or the signing Athlete should be given a copy of the policy.
3. All Coaches must be trained in the Club Member's concussion policy.
4. The Club Member must update their Member Profile with confirmation of completion and/or compliance of this section.

Exemptions & Accommodations

- 1) Exemptions from this Education & Training Policy may be made on a case-by-case basis for victims/survivors. Requests may be made directly to the USASF Member Conduct and Compliance Department at conduct@usasf.net.

- 2) The USASF will work with the Member Clubs on appropriate accommodations for persons with disabilities and individuals with limited English proficiency to satisfy these training requirements. Each Member Club must provide reasonable accommodations and track any exemptions for individuals with disabilities and individuals with limited English proficiency.

Recommended Components (non-reportable offenses)

- 1) Adult Participants serving in a volunteer capacity, who will not have Regular Contact with or Authority over Minor Athletes, should take a training course on abuse prevention before engaging or interacting with any Minor Athlete(s).
- 2) Parents/guardians of Minor Athletes are provided free online access to the USASF's parent course and are encouraged to take the training.

PART II: ABUSE PREVENTION POLICIES

MODEL POLICY 1: ONE-ON-ONE INTERACTION

Mandatory Components

One-on-One Contact is defined as interactions, meetings, and/or training between Minor Athlete and one Adult Participant (who is not the Minor Athlete's parent/guardian), which is not within an Observable and Interruptible distance from another adult. One-on-One Interactions between unrelated Adult Participants and Minor Athletes are not permitted, except as stated in this policy, and applies to all situations, including In-Program contact, Functions, and Events.

Observable and Interruptible

Contact is not One-on-One if it is conducted at a distance allowing for another adult to (1) see and/or hear the interaction and (2) easily interrupt the interaction. One Adult Participant and one Minor Athlete alone in a Member Club facility violates this policy. Closed Circuit Broadcast and/or web-based viewing is not considered Observable and Interruptible under this policy. Another adult must be in the building and able to see and/or overhear all activities.

Individual Training Sessions

Individual training sessions between an Adult Participant(s) and a Minor Athlete(s) are permitted under this policy if:

- (1) the training session is Observable and Interruptible by another adult; and/or
- (2) parents/guardians are allowed to observe the training session.

If the individual training session is not Observable and Interruptible by another adult, then Adult Participant(s) must obtain written consent from the Minor Athlete(s) parent or guardian prior to the training session. Such written consent must be obtained at least every six months and may be revoked at any time by the Minor Athlete(s) parent or guardian.

Massages, Rubdowns, and Other Training Modalities

Any massage, rubdown, or athletic training modality must be conducted in an Observable and Interruptible location with at least one other adult present. Written consent by a Minor Athlete's parent/ guardian shall be provided before providing each massage, rubdown, or athletic training modality on a Minor Athlete. Parents/guardians must be permitted to be in the room as an observer.

Exceptions

USASF recognizes the following exceptions to the prohibition against One-on-One Contact:

1. Emergency circumstances such as fires, medical emergencies, or Minors left without parental supervision after practice or at a competition. In all emergency circumstances, every effort must be made for the One-on-One Policy to be maintained.
2. When a Dual Relationship exists, and parent/guardian has provided written consent annually; or
3. When the Close-in-Age Exception applies; or
4. In other circumstances specifically addressed in this policy that allow for certain One-on-One Interactions if the Member Club receives parent/guardian written consent.

MODEL POLICY 2: ELECTRONIC COMMUNICATIONS AND SOCIAL MEDIA

ELECTRONIC COMMUNICATIONS

Mandatory Components

Electronic communication between an Adult Participant and Minor Athlete includes, but is not limited to, phone calls, video calls, text messages, social media platforms' direct messages (*e.g.*, Facebook, Twitter, Instagram, WhatsApp, Snapchat, TikTok, etc.), fitness or other mobile device applications, emails, gaming platforms, and/or direct messaging. All electronic communications between an Adult Participant and a Minor Athlete must comply with the One-on-One Policy and must be open and transparent.

1. Open and transparent means that the Adult Participant copies or includes the Minor Athlete's parent/guardian, another adult family member of the Minor Athlete, or another Adult Participant.
2. All electronic communication must be professional in nature.
3. Only platforms that allow for open and transparent communications may be used to communicate with Minor Athletes.
4. Communication platforms must be able to record or maintain the message.
5. If a Minor Athlete communicates with the Adult Participant first, the Adult Participant must either not respond or must include the Minor Athlete's parent or guardian or another Adult Participant in the response.
 - a. If a Minor Athlete initiates communication with an Adult Participant for the purposes of seeking counsel or the Minor Athlete is in distress, the safety of the Minor Athlete and addressing the situation that initiated the contact must be the focus of the communication. Adult Participants who are not trained or equipped to mitigate the situation at hand are advised to seek professional assistance.
6. Electronic communications to an entire team or any number of Minor Athletes on a team must include at least one other Adult Participant or the Minor Athletes' parents/guardians if any team member is a Minor Athlete.
7. Any communication between Adult Participants and Minor Athletes involving the following is prohibited:
 - a. Drug or alcohol use;
 - b. Sexual content;
 - c. Explicit content; or
 - d. Adult Participant discussing their personal or social life outside of the professional environment (*e.g.*, discussing relationships or personal problems).

Any Member Clubs that are made aware of any of the prohibited communications mentioned in above must report such communications to USASF via the online reporting form at www.usasf.net/reporting.

Adult Participants are not permitted to maintain private social media connections with Minor Athletes; for example, this includes, but is not limited to, accepting or allowing Minor Athletes to “friend,” “follow,” or otherwise join a private social media site or similar online community that is not observable or open to the Minor Athlete’s parent/guardian as well.

Note: Public fan pages are excluded from these restrictions. Private, direct, or instant messaging to Minor Athletes is not excluded.

A parent/guardian may request in writing that a Minor Athlete not be contacted through electronic communications, including via social media. Requests that a Minor Athlete not be contacted electronically must be honored.

The aforementioned includes all communications unless the following exceptions exist:

1. When a Dual Relationship exists; or
2. When the Close-in-Age Exception applies.

Recommended Components (non-reportable offenses)

- 1) Any electronic communications to Athletes and parents should only be sent between the hours of 8:00 a.m. and 8:00 p.m. local time for the location of the recipients, except for travel, competition, or emergency circumstances.

SOCIAL MEDIA POSTS

Social Media is a voluntary communication platform and not required for participation in the sport thus outside of USASF’s Jurisdiction to monitor, control and mitigate in lieu of a parent/guardian’s choice to provide their Minor with the mode and means to access. The USASF strongly recommends parents/guardians limit access to and monitor their Minors’ social media accounts as several platforms have minimum age requirements for account holders.

Although the following fall outside of USASF scope and Jurisdiction, the USASF Member Club may choose to have policies that prohibit their participants from:

1. Posting rude, negative or critical remarks or actions
2. Participating in Anonymous “anon”/Troll accounts
3. Displaying seemingly unsportsmanlike behavior that is not predatory or does not rise to the level of Bullying or Harassment as defined in the Code, but rather ungracious and immature.

The above should be reported to the Club Owner. ***If USASF receives reports of such material, it will be referred to the Club Owner to address.***

USASF will review reports of alleged social media policy violations that (1) are produced/posted by a verified Member’s social media account and (2) the material in question is publicly accessible and includes:

1. USASF confidential documents or private communications without prior specific permission from the USASF Executive Director;
2. Pornographic material in conjunction with anything specifically related to All Star Cheer and/or Dance;
3. Depictions of a Member violating state or federal law;
4. Depictions of any and all copyrighted USASF documents, in violation of Copyright laws, including the actual document and/or images of the document.

MODEL POLICY 3: LOCKER ROOM

Mandatory Components

Observable and Interruptible

Adult Participants must ensure that all One-on-One In-Program Contact with Minor Athlete(s) in a locker room, changing area, or similar space where Minor Athlete(s) are present is Observable and Interruptible, except if:

- 1) A Dual Relationship exists; or
- 2) The Close-in-Age Exception applies.

Conduct in Locker Rooms, Changing Areas, and Similar Spaces

- 1) No Adult Participant or Minor Athlete can use the photographic or recording capabilities of any device in locker rooms, changing areas, or any other area designated as a place for changing clothes or undressing.
- 2) Adult Participants must not change clothes or behave in a manner that intentionally or recklessly exposes their breasts, buttocks, groins, or genitals to a Minor Athlete.
- 3) Adult Participants must not shower with Minor Athletes.
- 4) Parents/guardians may request in writing that their Minor Athlete(s) not change in the vicinity of an Adult Participant(s) during In-Program Contact.
 - a) The Member Club and the Adult Participant(s) must abide by this request.

Availability and Monitoring of Locker Rooms, Changing Areas, and Similar Spaces

- 1) The Member Club must provide a private or semi-private place for Minor Athletes that need to change clothes or undress at facilities under the USASF's Jurisdiction.
- 2) The Member Club must monitor, with random sweeps, the use of locker rooms, changing areas, and similar spaces to ensure compliance with this policy at facilities under the USASF's Jurisdiction.

Recommended Components (non-reportable offenses)

- 1) Member Clubs should post locker room policies specific to their facility.
- 2) Member Clubs are encouraged to post rules related to Athlete behavior in the locker room to minimize Bullying and harassment.

MODEL POLICY 4: LODGING

Mandatory Components

Overnight and Other Sleeping Arrangements

- 1) All In-Program Contact at a hotel or lodging site between an Adult Participant and a Minor Athlete must be Observable and Interruptible, and an Adult Participant shall not share a hotel room or otherwise sleep in the same room with a Minor Athlete(s), except if:
 - a) A Dual Relationship Exists, and the non-related Minor Athlete's parent/guardian has provided the Member Club with prior written consent for the lodging arrangement; or
 - b) The Close-in-Age Exception applies, and the Minor Athlete's parent/guardian has provided the Member Club with advance, written consent for the lodging arrangement.
- 2) At least annually, written consent from a Minor Athlete's parent/guardian must be obtained for prior to the Minor Athlete's participation in all In-Program Functions requiring overnight or hotel stays.

Monitoring or Room Checks During In-Program Travel

If the Member Club performs room checks during In-Program lodging, the One-on-One Interaction Policy must be followed and at least two adults must be present for the room checks.

Additional Requirements for Lodging Authorized by Member Clubs

- 1) Adult Participants traveling with the Member Club must agree to and sign the Member Club's lodging policy at least annually.
- 2) Adult Participants that travel overnight with Minor Athlete(s) are assumed to have Authority over Minor Athlete(s) and thus must comply with the USASF's Education & Training Policy.
- 3) Athletes are permitted to make and receive regular check-in telephone calls to and from parents/guardians. Member Club Personnel will allow any calls that do not interfere with team Functions, such as training sessions or meetings. Emergency calls will be permitted regardless of team schedule or Functions.

Billeting

USASF does not provide or promote a billeting program. If, however, any Member Club hosts a billeting program, in which an Athlete leaves home to participate in a program, the Member Club must have a policy designed to protect Athletes from misconduct and abuse that requires a signed acknowledgement by an Adult Athlete between 18 and 20 years old or a Minor Athlete's parent/guardian.

MODEL POLICY 5: TRANSPORTATION

Mandatory Components

Transportation Policy

This policy applies to all instances where travel or transportation by someone other than the Minor Athlete(s) parent/guardian is involved—regardless of distance (including but not limited to carpooling to practice or transportation to competitions via car or airplane).

- 1) Parents/guardians of a Minor Athlete are responsible for making, coordinating, and/or consenting to all transportation arrangements.
- 2) Absent emergency situations, an Adult Participant shall not transport a Minor Athlete One-on-One during In-Program transportation, except if:
 - a) A Dual Relationship exists;
 - b) The Close-in-Age Exception applies;
 - c) The Adult Participant and/or Member Club received prior written consent to transport the Minor Athlete One-on-One obtained at least annually from the Minor Athlete's parent/guardian; and/or
 - d) The Adult Participant is accompanied by another Adult Participant and/or at least two Minors.
- 3) Minor Athlete(s) or their parent/guardian may withdraw consent at any time.

Recommended Components (not reportable offenses)

Shared Travel or Carpool Arrangement

Parents/guardians are encouraged to pick up their Minor Athlete first and drop off their Minor Athlete last in any shared travel or carpool arrangement.

Parent Training

Parents/guardians should receive the Safe-at-All Star education and training on Child Abuse prevention before providing consent for their Minor Athlete to travel One-on-One with an Adult Participant.

PART III: RECOMMENDED POLICIES

Out-of-Program Contact

Adult Participants who neither meet the Close-in-Age Exception nor have a Dual Relationship with a Minor Athlete should not have Out-of-Program Contact with Minor Athlete(s) without parent/guardian consent, even if the Out-of-Program contact is not One-on-One.

Gifting

Adult Participants who neither meet the Close-in-Age Exception nor have a Dual Relationship with a Minor Athlete should not give personal gifts to Minor Athlete(s). Equally distributed gifts to all Athletes that serve a motivational or education purpose are permitted.

Photography/Video

- 1) Photographs or videos of Athletes may only be taken in public view and must observe generally accepted standards of decency.
- 2) Adult Participants should not publicly share or post photos or videos of Minor Athlete(s) if the Adult Participant has not obtained the consent of the Minor Athlete(s) parent/guardian and the Minor Athlete(s).

Addressing Bullying Policy

Bullying is repeated or severe behavior(s) that are (a) aggressive, (b) directed at a Minor, and (c) intended or likely to hurt, control, or diminish the Minor emotionally, physically, or sexually. Bullying-like behaviors directed at adults are addressed under other forms of misconduct, such as hazing or harassment.

The USASF provides a recommended Addressing Bullying Policy and action plan for Club Owners to implement within their Member Clubs. It can be found online at USASF's website under Member resources and Club Owners are encouraged to review the policy and action plan with everyone in their Member Club, including Athletes, parents/guardians, Coaches, and Adult Participants.

COMPLIANCE POLICIES

ARTICLE 1: MEMBERSHIP AGREEMENTS

All Members of the USASF must comply with the provisions set out in their Membership Agreement. In addition to complying with the provisions of the Membership Agreement, Members must comply with the following criteria.

Section 1.1: Club Membership

- a. All Club Owners take on the responsibility of any and all requirements for the Member Club (e.g., roster creation and verification, compliance coversheet, etc.).
- b. All Club Owners must have an active and eligible Coach Membership for the current Membership term.
- c. The Member Club must maintain and provide proof of commercial general liability insurance that includes, at a minimum, participant legal liability and participant excess accident medical insurance.
 1. Such insurance may be through a single policy or individual policies.
 2. All locations associated with the Member Club must be listed and covered.
 3. The certificate of insurance must list the legal entity name as it appears on all legal documents and/or state or federal filings. The legal entity name on the certificate of insurance must match how the Member Club has entered its legal entity name in the USASF Club Member Profile.
 4. The Club Owner must upload the Member Club's insurance declaration page to its USASF Club Member Profile. When the Member Club's insurance coverage expires or is renewed, the Club Owner must update the USASF Club Member Profile accordingly.
 5. USASF recommends the Club Owner confirm the aforementioned information with the Member Club's insurance company to ensure the insurance coverage is valid and current.
- d. The Member Club must maintain and keep current all appropriate state and local business licensing and/or filing requirements.
- e. Club Owners must disclose those Adult Participants in their facility that are not Members of the USASF to the parent(s)/legal guardian(s) of Athletes.

Section 1.2: Individual Memberships

- a. All Coach, Personnel, Adult Athlete, and Minor Athlete Members must upload a recent headshot photograph to their Member Profile. Such photograph must be updated annually.
- b. All Athletes must upload a document providing a proof-of-age to their USASF Member Profile, including but not limited to a birth certificate, driver's license, etc.
- c. Adult Athletes must complete a background screening and Minor abuse prevention training.

Section 1.3: Member Club Owners

- a. Club Owners must verify their Athletes' dates of birth with government issued documentation and report any discrepancies to the USASF.
- b. Prior to the required background screening, Club Owners must verify their Coaches' information in their Membership profile is accurate with some form of government issued identification.
- c. Club Owners may allow an individual under the age of 18 years old to coach if (1) the individual is either a Junior Personnel or Athlete Member and (2) the individual is always under the direct supervision of an Adult Coach.

Section 1.4: Event Producer Members

- a. Event Producers must ensure that every team competing at its USASF sanctioned Event has a roster associated to that Event.
- b. During their USASF sanctioned Event, the Event Producer must, to the best of their ability, investigate, address, and resolve any reports of non-compliance.
 1. Omission, whether intentional or accidental, of an Athlete on the roster constitutes non-compliance and the Event Producer must disqualify the noncompliant team at the USASF sanctioned Event for which the roster was associated.
 2. Within 72 hours after the conclusion of the Event Producer's Event, the Event Producer must report to the USASF any compliance infractions or violations that resulted in a warning and/or disqualification.
 - i. If the Event Producer disqualifies any Member, the Event Producer must follow the Disqualification Guidelines.
 3. It is the obligation of the Event Producer to notify the USASF if the actions that resulted in disqualification are so objectively egregious that further disciplinary review is necessary.
- c. Within 72 hours after the conclusion of the Event Producer's Event, the Event Producer must complete close out reports and World bid assignments, if applicable.
- d. Event Producers must ensure their USASF sanctioned Event stays a **NO RECRUITING ZONE**.

Section 1.5: All Members

- a. All Members, regardless of Membership category:
 1. Are responsible for updating and maintaining their Member profile with current, accurate information.
 2. Must comply with all USASF policies, guidelines, and rules, including but not limited to the USASF:
 - i. Age Grid (for Cheer and/or Dance);
 - ii. General rules (for Cheer and/or Dance);
 - iii. Club Definition;
 - iv. Membership Agreement (applicable to the specific Member's category and which the Member executed as part of the USASF Membership application process);
 - v. Sanctioning Guidelines; and/or

- vi. Athletic Performance Standards.
- 3. Must promptly report violations of any of the policies, guidelines, and rules to the USASF.
- b. A copy of the policies, guidelines, and rules may be found in the attached appendices.
- c. Misrepresentation of or related to the following is strictly prohibited:
 - 1. Membership;
 - 2. Credentialing;
 - 3. USASF Membership profiles; and/or
 - 4. Policies or action of the USASF and/or its authorized representatives.

ARTICLE II: SANCTIONED EVENTS

Section 2.1: Rosters

- a. Prior to the Event lock date, the Member Club must associate the Official USASF roster(s), through its USASF Member profile, for all the Member Club's teams attending a USASF sanctioned Event.
 - 1. By associating the roster as indicated above, the Member Club and Club Owner implicitly agree to and is responsible for the terms of the Compliance Cover Sheet.
- b. The Member Club must ensure that the information on each roster is accurate.
 - 1. Club Owners and Coaches are responsible for the accuracy of their roster for a USASF sanctioned Event—regardless of who they may delegate to create and associate such rosters.
- c. All Members associated with a team attending a USASF sanctioned Event must be listed on the roster.
 - 1. Only those persons listed on the roster are permitted in the warm-up room with the team.
 - 2. Omission, whether intentional or accidental, of an Athlete on the roster constitutes non-compliance and will result in disqualification at the USASF sanctioned Event for which the roster was associated.
- d. The Member Club must monitor and enforce the USASF sanctioned Event warm-up room requirements within their Club for all Club Owners, Coaches, Personnel, and Athletes.
- e. Adult Participants must bring a form of government-issued identification to prove the information on the identification matches the information on the associated roster.
- f. The Member Club must notify the Event Producer for the USASF sanctioned Event of any roster changes made (1) after the Event locks or (2) after the team checked in and before the team takes the floor.
 - 1. The Event Producer must make such changes to locked rosters to which they were notified.
 - 2. If an Athlete not listed on the roster associated with the USASF sanctioned Event takes the floor, the team is considered noncompliant, which will result in disqualification at such Event.

Section 2.2: Soliciting and/or Recruiting

- a. All USASF sanctioned Events are **NO RECRUITING** zones.
 1. Members may not participate in or allow soliciting/recruiting of Athletes to other Member Clubs while attending a USASF sanctioned Event.
- b. For the purposes of this Section, soliciting and/or recruiting includes, but is not limited to:
 1. Any display of general brand-promotional items with the intent to solicit and/or recruit the Athlete to join a different Member Club;
 - i. For example: T-shirts, banners, pop-up displays, or tents that provide Member Club contact information (i.e., phone number, website, social media information);
 2. Distributing any type of advertising, such as business cards, brochures, T-shirts, banners, or flyers;
 3. Advertising another specific Event that would attract Athletes from Member Clubs (e.g., printed or digital material that includes the phone number, website, social media information, Event date, and/or location of other Event);
 4. Communicating (including text and/or social media messaging) with an Athlete and/or their parent/guardian, while at a USASF sanctioned Event, with the intent to solicit and/or recruit them to a different Member Club.

Section 2.3: Worlds Release

Any Athlete who has taken the floor with a Member Club (“Primary Club”) at a USASF sanctioned Event during The Cheerleading Worlds™ or The Dance Worlds™ (collectively, “Worlds™”) competitive season (the “Worlds™ Season”) will need a USASF Worlds Club Release Waiver (“Waiver”) to compete with a different Member Club (“Secondary Club”) at Worlds™.

- a. The Worlds™ Season begins November 1st and ends on May 1st.
- b. This requirement applies to all Athletes regardless of level, category, or tier.
- c. This requirement does not apply if an Athlete moves from dance to cheer or vice versa.
- d. The Primary and Secondary Club Owners must sign the Waiver.
- e. The completed and signed Waiver must be submitted via uploading the Waiver as part of the roster verification form submission process prior to the roster verification process.
- f. The original Waiver must be available at Worlds™ upon request.

Section 2.4: Drugs and/or Alcohol at Sanctioned Events

- a. Any Member perceived to be under the influence of alcohol or illegal drugs at a USASF Sanctioned Event may be immediately removed from the Event. If any Member is removed under this provision, the Event Producer Member must report such removal to USASF’s Conduct and Compliance Director with 72 hours of the removal.

APPENDICES

REPORTING, RESPONSE, AND RESOLUTION PROCEDURES FOR CONDUCT REGULATIONS & ABUSE PREVENTION POLICIES

The USASF is a membership organization who sets standards and expectations for its Members as outlined in this Code of Conduct and Compliance (the “Code”). These Reporting, Response, and Resolution Procedures (the “Procedures”) apply to any alleged violation of the Code’s Conduct Regulations or Abuse Prevention Policies (collectively, referred to as the “Conduct Regulations”) reported to USASF. These Procedures do not prevent any Member Club from implementing higher safety standards or from making lawful employment-related decisions, even prior to the conclusion of any process outlined in these Procedures. These Procedures replace all previously published procedures and apply to all matters arising out of reports made on or after the effective date of these Procedures, regardless of when the incident of Prohibited Conduct occurred.

These Procedures do not apply to violations of the USASF Compliance Policies or USASF background screenings, unless the allegation is directly related to and includes a violation of Conduct Regulations.

ARTICLE I – REPORTING CONDUCT REGULATIONS VIOLATIONS

Section 1.1: Legal Obligations and General Requirements

1. USASF will follow state and federal law when presented with any report of Child Abuse or criminal activity, including immediate referral to law enforcement. Nevertheless, a report filed with USASF does not release the Reporter from any other legal obligation to report. Reports must also be made to relevant state and federal agencies as required by law. Adult Participants and Member Organizations must know their reporting requirements under the Conduct Regulations and state and federal law. Lack of knowledge about a reporting obligation is not a defense.
2. Nothing in this document shall be construed to require a victim of Child Abuse or other misconduct to self-report.
3. Adult Participants are required to immediately report allegations or suspicions of Child Abuse or other Conduct Regulations violations involving a Minor to USASF and/or another appropriate official. Reporting may not be delayed to gather information, evaluate the credibility, or assess the validity of any allegation.
4. The reporting requirements under this Article are an individual obligation of each Adult Participant. Reporting to a supervisor or peer does not relieve an Adult Participant of the obligations to report as specified under this Article.
5. Adult Participants must report even if they believe someone else has already reported.

Section 1.2: Reporting Requirements

1. **Child Abuse and Sexual Misconduct**: An Adult Participant who learns of information and reasonably suspects that a Member has committed or attempted to commit (i) Child Abuse, including sexual abuse, or (ii) Sexual Misconduct, shall immediately make a report of the

suspected abuse to both law enforcement and the USASF, and comply with any other applicable state or federal laws.

- a. How to report to law enforcement:
 - i. Report to the agency designated by the Attorney General, consistent with federal requirements set forth in section 226 of the Victims of Child Abuse Act of 1990 (34 U.S.C. §20341), or any applicable predecessors or amendments thereto.
 - ii. Report to applicable state or local law enforcement agencies including but not limited to, police departments, sheriff's departments, child protective services, etc.
 1. Learn more about this requirement by visiting: <https://www.childwelfare.gov/topics/responding/reporting/how/>.
 - b. How to report to USASF¹:
 - i. A report may be made through USASF's online reporting form at: <https://www.usasf.net/reporting>; or
 - ii. A report may be made by phone between the hours of 8:00 a.m. and 8:00 p.m. Eastern Time at 720-282-1744.
 - c. Any other form or reporting (*i.e.*, in-person verbal, email, or social media) does not satisfy reporting requirements under this Article. As such, Reporters must use one of the aforementioned options to report to USASF.
 - d. Reporting such conduct to the USASF, alone, does not satisfy an Adult Participant's obligation to report to law enforcement or any other appropriate authority, as defined by law.
 - e. Child Abuse includes incidents that involved a victim who was a Minor at the time of the alleged incident, even if the victim is now an adult.
 - f. The reporting requirement for Sexual Misconduct applies regardless of whether the suspected victim is an adult or Minor.
2. Emotional and Physical Misconduct: All Members, with the exception of Minor Athletes, are required to report any emotional or physical misconduct (including Bullying, stalking, hazing, and Harassment) prohibited under the Conduct Regulations committed or attempted by a Member to the Member Organization and/or other organization, entity, and/or program with which such Member is associated.
- a. If a report is submitted to the applicable organization, as described above, a report must also be submitted to USASF via USASF's online reporting form (<https://www.usasf.net/reporting>).
3. Criminal Charge and Disposition: All Members, except for Minor Athletes, are required to report to the USASF any Criminal Charge(s) and/or Disposition(s) including but not limited to:
- a. Any felony;
 - b. All sexual crimes, criminal offenses of a sexual nature to include but not limited to: rape, child molestation, sexual battery, lewd conduct, possession and/or distribution of child pornography, possession and/or distribution of obscene

¹ For Reports that do not fall under the jurisdiction of USASF (e.g., workplace or employee harassment; situations in which a power imbalance is not present; etc.), in the sole discretion of the USASF, USASF reserves the right to refer such Reports to the respective Member Club for response and resolution.

- material, prostitution, indecent exposure, public indecency, and/or any sex offender registrant;
 - c. Harm to a minor, including, but not limited to, offenses such as child abandonment, child endangerment/neglect/abuse, contributing to the delinquency of a minor, and DUI with a minor;
 - d. Violence against a person, force, or threat of force (including crimes involving deadly weapons and domestic violence);
 - e. Stalking, harassment, blackmail, violation of a protection order, and/or threats;
 - f. Destruction of property, including arson, vandalism, and criminal mischief;
 - g. Animal abuse, cruelty, or neglect; and/or
 - h. Criminal offenses including "Attempted Crimes" in the above classifications.
4. Misconduct Related to the USASF's Processes: All Members, except for Minor Athletes, are required to report to the USASF any suspected incident(s) of:
- a. Aiding and Abetting;
 - b. Abuse of Process; and/or
 - c. Retaliation.

Section 1.3: Anonymous Reports and Confidentiality

1. Anonymous Reports: Reports may be made anonymously to USASF.
 - a. Anonymity means the USASF will not know the personally identifying information of the Reporter.
 - b. Anonymity does not mean that the underlying information in a report will be protected.
 - c. An anonymous report may limit the USASF's ability to investigate and respond to a report because it may not be possible to confirm the reported information.
2. Confidentiality: To extent allowed by law and governing policy, at the request of the Reporter, the USASF will not disclose the identifying information of the Reporter to any party in the investigation and the report will be treated as a confidential submission.

Section 1.4: Intake

1. USASF will review all reports to determine if allegations or circumstances:
 - a. Mandate reporting to law enforcement or child protective services;
 - b. Are governed by the Conduct Regulations; and/or
 - c. Require imposition of Temporary Measures.
2. Matters involving more than one Claimant, or more than one Respondent, may in the discretion of USASF, be consolidated into a single matter.
3. USASF, in its discretion, may allow reports of isolated violations of the Conduct Regulations to be resolved informally by USASF or the Member Club. Any informal resolution by the Member Club must include notice to the parent(s)/guardian(s) of the affected Minor Athlete. Should a Member Club obtain additional information related to the previously-reported violation, physical, emotional or Child Abuse, and/or any Sexual Misconduct the Club shall promptly report that information to USASF

4. USASF, in its discretion, will utilize this Procedure for any report it determines to be inappropriate for informal resolution by the Member Club, for example, reports of multiple and/or severe USASF Conduct Regulations. Notice will be given to the parent(s)/guardian(s) of any affected Minor Athlete.

ARTICLE II – RESPONSE

Section 2.1: Initiating Response

When the USASF receives a report of allegations that fall within its Jurisdiction, it will begin the USASF Response and Resolution Process (“the Process”) by notifying the relevant Member(s), conducting a preliminary inquiry, and if appropriate, undertaking an investigation to determine whether a Member violated the Conduct Regulations.

Section 2.2: Participant Rights

1. A Claimant has the right to:
 - a. Submit a Report anonymously;
 - b. Receive notice of Temporary Measures imposed by USASF;
 - c. Participate in the investigation and resolution without publicly disclosing their identity or experiences, except as required by the USASF Process; and
 - d. Have their parent or guardian present for any interviews, if Claimant is a Minor.
 - e. Receive notification of the resolution of the matter
2. A Witness has the right to:
 - a. Choose whether to participate in the investigation and resolution; and
 - b. Participate in the investigation and resolution without publicly disclosing their identity or experiences, except as required by the USASF Process.
3. A Respondent has the right to:
 - a. Receive written Notice of Investigation and/or Allegations;
 - b. Have an opportunity to be heard during the investigation; and
 - c. Upon issuance of a decision to Ban or Suspend the Respondent, the Respondent has ten (10) business days to request an appeal before the USASF.

Section 2.3: Temporary Measures

1. Temporary Measures are intended to:
 - a. Ensure the safety and well-being of the All Star community;
 - b. Prevent conduct or participation detrimental to the sport;
 - c. Prevent escalation of a reported policy or Code violation; and
 - d. Restrict or monitor the participation of a Respondent.
2. When imposing a Temporary Measure, USASF evaluates the appropriateness of a measure based on:
 - a. The allegations, facts, and circumstances of the case provided;
 - b. The need to maintain the safety or well-being of members or the community; and
 - c. Whether the allegations against Respondent are sufficiently serious to warrant imposition of a Temporary Measure during further review of the allegations.

3. USASF may impose Temporary Measures at any time after a report of violations of USASF policies or Code is received by USASF.
 - a. A Temporary Measure shall be effective immediately upon notice to Respondent, unless stated otherwise.
 - b. Temporary Measures will remain in effect until expressly removed by USASF.
4. USASF will notify the Member Club of any Temporary Measure imposed on any Member associated with that Member Club.
 - a. The Member Club is responsible for enforcing the Temporary Measure and notifying the Club's Adult Participants and/or parent(s)/guardian(s) of Minor Athletes, as necessary.
 - b. The Member Club may impose any additional measures it deems necessary.
 - c. USASF may notify Members of the Temporary Measure if it has reason to believe a Member Club has failed to enforce or provide notice of the Temporary Measure.
 - d. USASF reserves the right to notify additional individuals on a need-to-know-basis, as determined by USASF, to ensure athlete safety.

Section 2.4: Substantive Standards and Procedural Rights

USASF may apply any substantive standards effective at the time of the alleged conduct, including applicable policies or laws. Nevertheless, in all cases, USASF will investigate and resolve matters using the procedures and processes described herein, regardless of when the alleged conduct occurred.

Section 2.5: Standard of Proof

1. USASF bears the burden of gathering sufficient evidence to reach a determination, based on the preponderance of the evidence, in USASF's sole discretion, that a Member violated the Conduct Regulations.
2. A "preponderance of the evidence" in this Section means "more likely than not."

Section 2.6: Statute of Limitations or Other Time Bars

There are no statute of limitations or other time bars of any kind on Conduct Regulations violations.

Section 2.7: Related Proceedings

1. Effect of Related Criminal or Civil Proceedings
 - a. Because the standards for finding a violation of criminal law are different from the standards for finding a violation of the Conduct Regulations, the resolution of a criminal proceeding without a conviction is not determinative of (but may be relevant to) whether a violation of the Conduct Regulations has occurred.
 - i. Conduct may violate the Conduct Regulations even if the Respondent is not charged, prosecuted, or convicted for the same underlying conduct.

- b. Aside from the application of the Conduct Regulations as it relates to criminal charge(s) and disposition(s), the status or outcome of criminal or civil proceedings shall have no bearing on the USASF's Process.
2. No Waiver of Other Legal Remedies
 - a. Participating in the Process does not extend or restrict a person's right to file charges or claims regarding the underlying allegations with any agency, law enforcement, or court.

Section 2.8: Coordinating with Law Enforcement

USASF may contact any law enforcement agency to coordinate the investigations by USASF and that agency. At the request of law enforcement, USASF may delay its investigation temporarily while a law enforcement agency completes its investigation. USASF may resume its investigation when notified that law enforcement has completed its investigation. USASF may also provide some or all of its case information, documentation, or evidence to law enforcement.

Section 2.9: Investigation

If USASF deems a report necessitates an investigation, USASF will conduct, at its discretion, such investigation in accordance with the following general investigative process:

1. Respondent is provided a Notice of Investigation and/or Allegation.
2. If applicable, following the notice to Respondent, a notice may be provided to the Member Club in which Respondent is employed, or was employed at the time of the alleged misconduct.
3. A USASF investigator, or an investigator working on behalf of USASF, will contact the Claimant, Reporter, any identified witnesses, and Respondent to request and gather statements or interviews.
4. If any party to the matter declines to participate in the investigation, USASF may, in its sole discretion, choose not to proceed or may respond to the report in limited or general ways.
5. Any party or witness may consult with an advisor or attorney. A party or witness involved in the matter, or an employee of, board member of, or legal counsel for USASF cannot serve as an advisor during the Process. While the advisor may provide support and advice throughout the Process, they may not speak on behalf of the Claimant or Respondent, or otherwise participate in the Process except as provided herein. Only an attorney may speak on behalf of a Claimant or Respondent client.
 - a. If a Minor is involved, the Minor's parent(s)/guardian(s) may be present during and participate in any interview involving the Minor.
6. All information gathered, including investigator's notes, are confidential and privileged work product of USASF. Disclosure of information necessary to facilitate USASF's Process is not a subject matter waiver of any privilege.
7. Following the investigation, USASF will determine, in its sole discretion, the appropriate resolution of the matter.

Section 2.10: Impartiality

1. USASF's Process is intended to be independent from conflicts of interest, personal bias, or undue influence from any one person or role. Members of the USASF Board of Directors and employees of USASF, other than the Chief Legal Officer, Director of Membership, and the USASF Member Conduct & Compliance Department, generally, will not be involved in decisions regarding or relating to the Process or have access to the USASF Member Conduct & Compliance case management system, except as provided below:
 - a. The USASF Executive Director or members of the USASF Board of Directors, may be apprised of otherwise confidential outcomes of USASF Member Conduct & Compliance matters for purposes of making business decisions and making necessary decisions on behalf of the USASF regarding process and strategy.
 - b. The USASF Board of Directors and USASF Member Conduct & Compliance Department may receive anonymized or aggregated data to evaluate trends and allocate resources.

Section 2.11: Confidentiality

1. The Bylaws and the Conduct Regulations provide some protections for confidentiality during the Process. They do not, and cannot, guarantee absolute confidentiality.
2. Documents or evidence related to the Process must remain confidential, in that they may not be disclosed outside of the Process, except as may be required by law or authorized by USASF. Violation of this provision, including by an advisor or attorney for any person involved in the Process, constitutes Abuse of Process under the Conduct Regulations. Any advisor or attorney who violates this confidentiality provision may be permanently barred from further participation in any response and resolution process, regardless of whether they are a Member or Adult Participant.
3. USASF may disclose the outcome of the matter to those persons or organizations with a need to know, in USASF's sole discretion, so that the outcome can be properly effectuated or understood.
4. A Claimant may publicly discuss the incident, their participation in the Process, or the outcome of the Process. A Claimant may not discuss the participation of others in the Process.
5. A Respondent may publicly discuss the incident, their participation in the Process, or the outcome of the Process. However, a Respondent, or any advisor or attorney for a Respondent, may not disclose any Claimant's or Adult Participant's identifying information, including without limitation names and contact information.
6. If any person or entity misrepresents the Process, the underlying facts, or the outcome of a matter, USASF may publicly correct the record.
7. USASF may be required to disclose information contained in a Report or learned during an investigation. Reasons for disclosure include, but are not limited to, the following:
 - a. Relevant state and/or federal law;
 - b. Mandatory reporting related to Child Abuse and/or Sexual Misconduct; and
 - c. USASF's right, as allowed by the Conduct Regulations, to publicly correct any misrepresentation related to the Process.
8. Each person involved in the Process is responsible for understanding what legal confidentiality requirements, if any, apply to their conduct.

ARTICLE III – RESOLUTION

Section 3.1: Resolution Process

1. USASF may resolve a matter by:
 - a. Dismissing matters not governed by the Conduct Regulations.
 - b. Administratively closing matters governed by the Conduct Regulations for which there is insufficient information to determine that a violation occurred;
 - c. Issuing an Official Warning;
 - d. Imposing Sanctions, including, but not limited to;
 - i. Educational requirements;
 - ii. Parent surveys;
 - iii. Club audit;
 - iv. Self-assessment;
 - v. Probation with reporting requirements, restrictions, or supervision;
 - vi. No contact directive;
 - vii. Suspension;
 - viii. Revocation of Membership; and/or
 - ix. Banishment.
2. The outcome of a matter does not restrict, limit, or impede any rights of the Claimant, Reporter, witnesses, or others harmed by the Conduct Regulations violation, misconduct or abuse.
3. USASF will give Notice of Outcome or Notice of Decision to Respondent(s) and Claimant(s) or Reporting Party, if applicable.
4. “Suspension” or “Revocation of Membership” prohibits, until further notice, participation in any capacity, in any program, Function, or Event sponsored by, organized by, or sanctioned by USASF or a Member Organization.
5. “Banishment” prohibits participation, in any capacity, in any program, Function, or Event sponsored by, organized by, or sanctioned by USASF or a Member Organization.
6. Any Suspended or Banned individual or entity will be placed on a publicly available list.
 - a. USASF will not publish names of Minors involved in any misconduct.
7. Member Clubs must enforce or adhere to any Sanctions imposed by USASF.
8. USASF reserves the right to notify any individual or entity of Sanctions on a need-to-know-basis, at USASF’s sole discretion, to ensure Athlete safety.

Section 3.2: Appeal Process

1. USASF will notify the Respondent of USASF’s decision to suspend, revoke, or ban Respondent’s membership within fifteen (15) days of such Sanction going into effect.
2. The Respondent may request an opportunity to be heard by submitting a written appeal of any suspension, revocation, or banishment imposed by USASF for violations of Conduct Regulations (the “Appeal”) through the USASF Conduct & Compliance Department within ten (10) business Days of the date on the Notice of Decision.
3. An Appeal must include the following items:

- a. A written statement indicating the Respondent's reason for the appeal (*i.e.*, why should USASF reconsider implementing the Sanction imposed on Respondent?); and
 - b. Any documentation not previously submitted by Respondent to USASF.
4. The Appeal may be submitted via the procedure outlined in the Notice of Decision sent to Respondent.
5. Within five (5) business Days of receipt of an Appeal, USASF will review the Appeal and determine whether to alter the previously prescribed Sanction. All Appeal determinations by USASF are final.
6. Failure to comply with the Appeal Process described herein will be deemed a waiver by Respondent.