

SECTION II

Education and Awareness Training

Education is a key component of any abuse and misconduct prevention strategy. Awareness training provides relevant Participants with information necessary to more effectively monitor their organization, minimize the opportunities for physical and sexual abuse and other types of misconduct, and respond to concerns. It is also a strong public statement that the organization places a priority on the safety of its participants.

USA Hockey's policies and procedures require employees and/or volunteers to report abuse, misconduct, and violations of its safety policies (see [Section IV](#), Reporting of Concerns of Abuse). Employees and/or volunteers should have a basic understanding of sexual abuse and the strategies that offenders use to groom their victims. Using a combination of attention, affection and gifts, offenders select a victim, win their trust (and the trust of child's caregiver or "gatekeeper"), manipulate the victim into sexual activity, and keep the child from disclosing abuse.

The training that must be completed by all persons subject to this Policy shall be the training produced and provided by the USCSS. No other training shall satisfy the training requirements hereunder. The USCSS shall provide its "Core Center for SafeSport Training" and its "Refresher Course." The Core Center for SafeSport Training is taken online and generally takes approximately 90 – 120 minutes to complete. The Refresher Course is only available after a person has completed the Core Center for SafeSport Training. The Refresher Course is also taken online and generally takes 30 minutes or less to complete. There is no cost to members of USA Hockey to complete either training course.

It is the policy of USA Hockey that those Participants who (1) have regular contact with or supervision over minor Participants (e.g., coaches, team managers, chaperones, etc.), (2) are responsible for enforcing child abuse and misconduct policies, (3) are adults authorized by USA Hockey, an Affiliate or Member Program to have regular contact with or authority over minor Participants, including all persons that are in managerial or supervisory roles of a USA Hockey Member Program that includes Minor hockey players (including all members of such organization's board of directors and owners and administrators of a USA Hockey Member Program), (4) are new and current employees and/or volunteers of USA Hockey, an Affiliate or Member Program, or (5) are hockey players seventeen (17) years of age or older on or before December 31 of that playing season, and that play on a team in a classification that allows minor age players, shall complete appropriate training as required herein.

USA Hockey's policy is that the training shall be required for the following categories of Participants as set forth in more detail below (note that USA Hockey may modify these requirements from time to time as it deems appropriate):

- All USA Hockey staff and all members of the USA Hockey Board of Directors, and USA Hockey councils, committees and sections
- Local Program Administrators
- Coaches
- Officials
- Other Volunteers/Employees
- Players Seventeen or Over on or before December 31 of playing season in age classifications with Minor-Age Players

- A. USA Hockey Staff and National Volunteers. All USA Hockey staff and all members of the USA Hockey Board of Directors, and USA Hockey councils, committees and sections shall be required to complete the applicable SafeSport Training. New staff or volunteers shall complete the Core Center for SafeSport Training prior to having regular contact with minor athletes, or if they do not have regular contact with minors, not more than 45 days after beginning such role, and shall complete the Refresher Course each subsequent season.
- B. Local Program Administrators: Local programs registering youth players and the program's leaders, administrators, board members, etc. are the representatives that are primarily and directly responsible for administering and supervising USA Hockey programs at the local level. Although these representatives may not have regular contact with minor Participants, these representatives must be fully versed in USA Hockey's SafeSport Program and possess the information necessary to more effectively monitor their organization, minimize the opportunities for child physical and sexual abuse and other types of misconduct, and respond to concerns. Each Member Program registering teams in classifications that may include Minor Participants shall require that those persons in managerial or supervisory roles of such program, including members of such organization's board of directors and owners and administrators of a USA Hockey sanctioned program, have completed the appropriate SafeSport Training. New administrators shall complete the Core Center for SafeSport Training prior to having regular contact with minor athletes, or if they do not have regular contact with minors, not more than 45 days after beginning such role, and shall complete the Refresher Course each subsequent season. Upon completion of the applicable SafeSport Training, each person taking the training will be able to print a certificate of completion. For persons that have registered with USA Hockey, USA Hockey will keep a record of those that have completed the training.

On or before September 30 of each playing season, the Affiliate SafeSport Coordinator for each Affiliate shall confirm with each Member Program and certify to the Affiliate and USA Hockey that those persons in managerial or supervisory roles of each Member Program registering teams in classifications that may include Minor Participants in that Affiliate have completed the training.

- C. Coaches: Coaches are the adults that typically have the most on- and off-ice contact with Minor hockey players. All adult coaches of teams in classifications that may include Minor Participants shall complete the SafeSport Training program prior to the coach's participation (on-ice or off-ice) in a USA Hockey program. All coaches shall be required to complete the proper SafeSport training program every season (any training taken after April 1 shall be considered effective for the next playing season). New coaches shall complete the Core Center for SafeSport Training prior to participation (on-ice or off-ice) in their first year of coaching and shall complete the Refresher Course prior to participation each subsequent season.
- D. Officials: Officials also have regular contact with Minor age hockey players as well as with other officials that are Minors. All officials who are or will be seventeen (17) years old or older as of December 31 of that registration season shall complete the SafeSport Training program as a condition of completing their certification requirements every season. New officials required to take SafeSport Training season shall complete the Core Center for SafeSport Training prior to being certified to officiate and shall complete the Refresher Course as a condition of completing their certification requirements each subsequent season.
- E. Other Volunteers/Employees: All volunteers and employees in USA Hockey Member Programs that will have regular contact with or supervision over Minor Participants, and all persons in a supervisory position of a USA Hockey Member Program registering teams in classifications that may include Minor Participants, shall be required to complete the SafeSport Training as a condition of being appointed to such position.

Volunteers and employees that have less than regular, routine or frequent access to minor Participants are strongly encouraged to complete the SafeSport Training. New volunteers and employees shall complete the Core Center for SafeSport Training before regular contact with Minor Participants begins and shall complete the Refresher Course each subsequent season.

Affiliates and USA Hockey Member Programs shall assess which categories of volunteers and employees within such programs (e.g., team managers, trainers, specialty coaches, off-ice trainers, locker room monitors, travel chaperones, etc.) will have regular contact with or supervision over Minor Participants and which, consequently, shall be required to complete the SafeSport Training Program as a condition of being appointed to such position. Member Programs should plan early so that volunteers have adequate time to complete the training before assuming duties and before regular contact with minor Participants begins.

Any Member Program may require and enforce policies that its volunteers and employees that do not have regular contact with or authority over minors have registered with USA Hockey and completed the SafeSport Training Program. Any volunteer or employee required or desiring to take the SafeSport Training shall register with USA Hockey as Volunteers in the Manager/Volunteer Member category (*at no charge*) and may complete the training through a link on the SafeSport webpage or registration confirmation email.

Upon completion of the applicable SafeSport Training, each person taking the training will be able to print a certificate of completion. For persons that have registered with USA Hockey, USA Hockey will keep a record of those that have completed the training.

- F. Parents: Parent education is one of the keys to keeping a program safe from abuse and misconduct. Parents can assist by helping avoid situations in which misconduct can occur, by being aware of the signs and symptoms of abuse, and by reporting suspected abuse. Parents will be made aware of USA Hockey's SafeSport Program through emails and other communications describing the SafeSport Program and additional materials and training (including the SafeSport online training) that is available at www.usahockey.com/safesportprogram. USA Hockey will also produce posters, brochures and other educational materials to publicize the program and the means of reporting suspected abuse or misconduct. Additionally, USA Hockey will notify all parents about the availability of SafeSport "parent" training videos or other materials that is available to all parents (*please note that the parent training course does not satisfy the training requirement for coaches, officials or other volunteers or administrators*).
- G. Players Seventeen (17) and Over in Age Classifications that Allow Minor Age Players. All players seventeen (17) years of age or older on or before December 31 of that playing season, and that play on a team in a classification that allows minor age players, shall be required to complete SafeSport Training before being added to such team and prior to participation (on-ice or off-ice). This requirement shall apply to all teams in the age classifications Youth, Girls, High School, Junior Hockey, Flex Hockey and Disabled Hockey programs that allow both Minor age and adult age players. Players required to complete the training shall complete the Core Center for SafeSport Training prior to being added to a team and shall complete the Refresher Course each subsequent season in which they are on a team in the above classifications.
- H. Minor Age Players. Subject to parental consent, USA Hockey shall offer and give training to Minor Participants regarding prevention and reporting of child abuse. The training shall be produced by the USCSS, and the offer of training shall be accomplished by USA Hockey notifying parents of Minor Participants of the availability of the training for Minor participants, and how the parents can consent to

season. These policies will be in place only for the 2019-20 season and will be replaced by a new policy upon its adoption by USA Hockey.

Purposes of a Screening Policy

- Protect USA Hockey participants from known offenders so that such known offenders do not have access to USA Hockey members.
- Deter offenders that have not been caught from joining USA Hockey programs because the program has a known policy against abuse.
- Protect USA Hockey's reputation as a sport where participants are safe from abuse.
- Help protect USA Hockey, USA Hockey Member Programs and their respective employees and volunteers from liability that could arise from allowing a previous offender to have access to minor participants.

USA Hockey has had a screening policy in place since 1993. USA Hockey was one of the first national sports organizations to implement a screening policy and has been considered a leader in requiring screening of its employees and volunteers. USA Hockey's policy includes set criteria for which a person may be disqualified and prohibited from serving as an employee or volunteer of USA Hockey. Under the policy, USA Hockey will not authorize or sanction any employee or volunteer who has regular, routine or frequent access to children unless and until that person consents to be screened and passes a criminal background screen conducted by the Affiliate or USA Hockey.

USA Hockey Screening

USA Hockey shall conduct screening of its employees, volunteers, agents and independent contractors as follows:

- All members of the USA Hockey Board of Directors, and each member of a USA Hockey council, committee or section shall be screened upon their election or appointment to the position and then shall be re-screened every two (2) years.
- All USA Hockey employees shall be screened as a condition of their employment and then shall be re-screened every two (2) years.
- All coaches, instructors and other staff for any USA Hockey national or district camp, national team, select team, and officiating camps shall be screened as a condition of being selected for such position or shall have been screened by USA Hockey within the past two (2) years.
- All national and district tournament site host volunteers that will have direct access to minor participants shall be screened as a condition of being selected for such position or shall have been screened by USA Hockey within the past two (2) years.
- All participants in the USA Hockey Junior Officiating Development Program shall be screened as a condition of being selected for such position or shall have been screened by USA Hockey within the past two (2) years.

Affiliate Screening Policies

As a condition of its affiliation with USA Hockey, each Affiliate of USA Hockey shall adopt a screening policy in compliance with the requirements set forth below:

- A. The Affiliate shall cause all volunteers and employees over the age of eighteen (18) that will have regular, routine or frequent access to youth participants to be screened prior to such volunteers or employees having such access. An approved screen shall be valid for two (2) years. All previously screened persons must be re-screened every two (2) years.

- B. The Affiliate shall manage and directly supervise the screening program within its Affiliate. The Affiliate shall select one or more screening vendors and shall require that all Member Programs have the required volunteers and employees (see below) screened through the Affiliate's vendors in compliance with the Affiliate's screening program.
- C. All screens of coaches and officials, and all other volunteers and employees in USA Hockey Member Programs over the age of eighteen (18) that will have regular access to or supervision over minor participants, must at a minimum include a "national" screen that covers a national criminal database, the sex offender registries for all 50 states, and every county database in which the applicant has lived during the previous five (5) years. With respect to screens of volunteers or employees that have less contact with youth participants, an Affiliate may request that the USA Hockey SafeSport Program Committee approve of a screening policy for that Affiliate in which certain categories of volunteers or employees are not required to have a "national" screen, but in all cases such screens must include the sex offender registries for all 50 states, and every county database in which the applicant has lived during the previous five (5) years. For screens of individuals that will serve as a team driver, the screen must also include a Department of Motor Vehicles check. Affiliates may in their discretion include additional databases in their search.
- D. The Affiliate or its vendor shall verify the identification of the screened individual through a social security number verification or other acceptable identity verification process.
- E. The Affiliate shall have an Affiliate Screening Coordinator (who may also be the Affiliate SafeSport Coordinator) who is responsible for monitoring and reporting on compliance with the screening policy by the Affiliate and all of the Affiliate's Member Programs.
- F. The Affiliate's screening policy shall require that the following persons be screened in accordance with this policy:
 - 1. Members of the Affiliate Board of Directors
 - 2. Member Program administrators, including board members, hockey directors and other program staff who have regular access to or supervision over minor participants
 - 3. Coaches
 - 4. Team managers
 - 5. Officials
 - 6. Locker room monitors
 - 7. Team drivers (unless professional transportation companies are used)
 - 8. Travel chaperones
 - 9. Everyone with regular access to youth participants

The Affiliate and/or Member Program may require that additional persons be screened.

- G. The following are the minimum criteria that must be searched for by the Affiliate's background screening provider (each Affiliate may include additional criteria with the approval of USA Hockey) and which may serve as a basis under which a person may be disqualified or prohibited from serving as an employee or volunteer:
 - 1. Any felony (any crime punishable by confinement greater than one year).
 - 2. Any lesser crime involving force or threat of force against a person.
 - 3. Any lesser crime of a sexual nature, or in which sexual relations is an element, or classified as a sex offense including but not limited to "victimless" crimes of a sexual nature such as prostitution, pornography, and indecent exposure.

Once removed, play will resume. Lost time will not be replaced and violators may be subject to further disciplinary action by the local governing body. This inappropriate and disruptive behavior shall include:

1. Use of obscene, profane or abusive language to anyone at any time.
2. Taunting of players, coaches, officials or other spectators by means of baiting, ridiculing, threat of physical violence or physical violence.
3. Throwing of any object in the spectators viewing area, players bench, penalty box or on ice surface, directed in any manner as to create a safety hazard.

B. SAFESPORT

The safety of its participants is of paramount importance to USA Hockey. This includes not only on-ice safety, but also off-ice safety in any part of USA Hockey's programs.

USA Hockey has **ZERO TOLERANCE** for abuse and misconduct.

USA Hockey SafeSport is a program focused on the organization's off-ice safety efforts.

The USA Hockey SafeSport Handbook addresses the following:

- **Policies** prohibiting the following:
 - Sexual abuse
 - Physical abuse
 - Emotional abuse
 - Bullying, threats and harassment
 - Hazing

Other policies included address areas where misconduct can occur and are intended to reduce the risk of potential abuse, including:

- Locker room policy
- Electronic communications policy
- Travel policy
- Billeting policy
- Education and awareness training policy
- **Education and awareness training**
- **Screening and background check program**
- **Reporting of concerns of abuse**
- **Responding to abuse and other misconduct**
- **Monitoring and supervision of the SafeSport Program**

A USA Hockey member or other person under the jurisdiction of USA Hockey who (1) violates any of the SafeSport policies or (2) fails to consent to, and pass a screening and background check in compliance with the Screening and Background Check Program, may be denied eligibility within any USA Hockey program and is subject to appropriate disciplinary action including, but not limited to, suspension, permanent suspension, and/or referral to law enforcement authorities.

As the national governing body for ice hockey in the United States, USA Hockey has delegated the jurisdiction and authority to the U.S. Center for