

INTRODUCTION

USA Basketball is committed to creating and maintaining a sport community where all those who participate can work and learn together in an atmosphere free from all forms of emotional, physical, and sexual misconduct. This USA Basketball Participant Safety & Protection Handbook (the “Handbook”) discusses prohibited misconduct, minor abuse protection policies, background screening, education, response, and resolution.

In addition to the policies in this Handbook, USA Basketball has adopted the SafeSport Code for the U.S. Olympic and Paralympic Movement (the “Code”) and its appendices (collectively, the “Code”) issued, as it may be amended from time to time, by the U.S. Center for SafeSport. To the extent any USA Basketball rule, practice, policy, or procedure, (“USAB rule”) is inconsistent with the Code, rules, policies or procedures of the U.S. Center for SafeSport, such USA Basketball rule is hereby superseded by the applicable Code provision.

Individuals within USA Basketball’s jurisdiction and/or disciplinary authority are responsible for knowing the information, policies, and procedures outlined in this Handbook, Code, and their related policies. Those subject to USA Basketball’s jurisdiction and/or disciplinary authority as defined in this Handbook, are subject to the rules, policies, and procedures of the U.S. Center for SafeSport (the “Center”) and shall submit, without reservation or condition, to the jurisdiction of the U.S. Center of SafeSport for the resolution of any alleged violation of the Center’s rules, policies and procedures, or the Code. Ignorance of any rule or regulation is not a defense to a violation or alleged violation of any USA Basketball rule, regulation, policy, or procedure.

For the avoidance of doubt, a violation the Code or any of the Center’s rules, policies, and procedures, will be considered a violation of this Handbook. USA Basketball will mirror and enforce any sanction or measures imposed by the Center, whether interim, temporary, or permanent.

USA Basketball may make changes to the Handbook, and other related rules, policies, and procedures, from time to time. Once posted online, changes are effective immediately unless otherwise noted. Through education, resources, training, and adherence to the rules, policies, and procedures contained in the Code and this Handbook, we will help those who participate in USA Basketball’s programs prevent, recognize, reduce, and respond to misconduct in basketball and in sport. The Center’s Code may be found here: <https://uscenterforsafesport.org/response-and-resolution/safesport-code/>.

USA Basketball National Teams

USA Basketball’s Men’s, Women’s and 3x3 teams compete on behalf of the United States in various international competitions including the Olympics, FIBA World Cups, FIBA Americas Championships, and Youth Olympic Games among other competitions. A commitment to athlete safety is a focus of our National Teams’ programs and compliance with all protocols is imperative to ensure success.

USA Basketball Youth & Sport Development

The USA Basketball Youth & Sport Development division is tasked with the development of player development, coach education and participant safety, while promoting, growing, and elevating the game. Current youth initiatives include coach licensing and education, e-learning, youth clinics and the U.S. Open Basketball Championships. The division’s coach licensing program is focused on developing a basketball community of educated coaches and administrators while ensuring the safety of those with whom they may interact.

SECTION I: APPLICATION & IMPORTANT DEFINITIONS

APPLICATION

This Handbook applies to the following types of participants with USA Basketball, as defined below.

Relevant Participant Definitions

1. USA Basketball Designated Athlete: A Prospective Athlete or Active Athlete as defined herein.
 - a. Active Athlete: Any individual who has represented the United States in the Olympic Games, the Pan American Games or the World Championships [i.e., World Cup] within the preceding ten years, or who is currently on a USA Basketball National Team or in a USA Basketball National Team Program.
 - b. Prospective Athlete: Any individual who has been identified by USA Basketball, or is under consideration to participate, as a member of USA Basketball's National Team Program.
2. Participant:
 - a. A "Participant" is any individual who:
 - i. Is currently, or was at the time of a possible violation of this Handbook, the Code, or other rules or regulations of the Center, within or seeking to be within the governance or disciplinary jurisdiction of USA Basketball (e.g., through application for a coach license);
 - ii. Is an athlete or non-athlete participant that USA Basketball formally authorizes, approves or appoints to a position of authority over athletes or to have regular contact with athletes;
 - iii. USA Basketball has identified as being within the U.S. Center for SafeSport's jurisdiction (see list in subsection "d" below); or
 - iv. Any other Participant as defined in the Code.
 - b. Adult: An individual who is 18 years of age or older.
 - c. Minor or Child: An individual who is under the age of 18.
 - d. USA Basketball has designated the following individuals as Participants:
 - i. Staff (full-time, part-time, interns)
 - ii. Board Members
 - iii. National Team Coaches
 - iv. Support Staff, Volunteers and Contractors for a USA Basketball Event
 - v. National Team Chaperones
 - vi. USA Basketball Coach Licensees and Pending Applicants
 - vii. Athletes USAB designates for the USADA Required Testing Pool (RTP)
 - viii. Athletes participating in USA Basketball-owned or USA Basketball-operated events (as identified by USA Basketball), for the duration of the Athlete's participation in such event.
 - ix. Any Other Individual Participating in the Activities or Affairs of USA Basketball, who USA Basketball designates as a Participant
3. Respondent: The person who is alleged to have violated the Code or this Handbook.
4. Third-Party Reporter: A person who reports a possible violation of the Code or Handbook, if not the Claimant.
5. Claimant: The person who is alleged to have been the victim of a violation of the Code or this Handbook.

Prohibited Conduct

This Handbook prohibits and defines misconduct, including bullying, hazing, harassment (including sexual harassment), emotional misconduct, physical misconduct, and sexual misconduct Participants.

For the avoidance of doubt, “Prohibited Conduct” shall be defined as conduct prohibited by the *Code*, this Handbook, or applicable United States Olympic and Paralympic Committee (“USOPC”) policies (i.e., NGB Athlete Safety Policy) regarding misconduct, including bullying, hazing, harassment, emotional misconduct, physical misconduct, and sexual misconduct.

Any violation of the policies contained in the *Code* or applicable USOPC policies shall also be a violation of this Handbook.

SECTION II: USA BASKETBALL MISCONDUCT PREVENTION POLICY

USA Basketball prohibits the following types of misconduct by Participants:

- Sexual Misconduct
- Physical Misconduct
- Emotional Misconduct
- Harassment
- Hazing
- Bullying

The above types of misconduct are defined in the *Code*, which can be found here:
<https://uscenterforsafesport.org/response-and-resolution/safesport-code/>

All USA Basketball participants, including coaches, athletes, and staff, should familiarize themselves with these forms of misconduct.

USA Basketball strongly encourages its constituent members to adopt similar policies, which are intended to provide and promote an environment free from misconduct and abuse.

Should anyone participating in the activities or affairs of USA Basketball observe behavior which violates one or more of the policies contained in this Handbook or the *Code*, including suspected physical or sexual abuse, such person is responsible to **immediately** report their observations to a USA Basketball representative and, where required, law enforcement authorities and the Center.

Additional information regarding reporting concerns of misconduct and abuse may be found in Section VI of this Handbook. Reporting parties **should not** attempt to evaluate the credibility or validity of allegations before reporting to USA Basketball, law enforcement, or the Center.

USA Basketball has zero tolerance for abuse and misconduct and responds to allegations of abuse or misconduct in accordance with the policies and procedures detailed in Section VI of this Handbook.

Jurisdiction and U.S. Center for SafeSport

The U.S. Center for SafeSport retains exclusive jurisdiction over all allegations of sexual misconduct and/or child abuse. Any allegation of sexual misconduct or child abuse must be reported to the U.S. Center for SafeSport and any allegation of child abuse must be reported to law enforcement pursuant to the reporting policy in Section VI of this Handbook.

SECTION III: USA BASKETBALL MINOR ATHLETE ABUSE PREVENTION POLICIES

USA Basketball has established these Minor Athlete Abuse Prevention Policies (MAAPP) to protect Minor Athletes participating in our programs and to limit one-on-one interactions between those athletes and Adult Participants. USA Basketball recognizes the benefits that participation in the sport provides to both Minor Athletes and those who are charged with developing them both on and off the court. As such, these policies have been designed to protect Minor Athletes and provide a safe atmosphere for those relationships to grow.

The MAAPP is a collection of proactive prevention and training policies for the U.S. Olympic and Paralympic Movement. It has four primary components:

1. Organizational Requirements for Education & Training and Prevention Policies;
2. An Education & Training Policy that requires training for certain Adult Participants within the Olympic and Paralympic Movement;
3. Required Prevention Policies, focused on limiting one-on-one interactions between Adult Participants and Minor Athletes that Organizations within the Olympic and Paralympic Movement must implement to prevent abuse;
4. Recommended Prevention Policies.

Organizational Requirements for Education & Training

1. USA Basketball must track whether Adult Participants under its jurisdiction complete the required training listed in Part II.
2. USA Basketball must, every 12 months, offer and, subject to parental consent, give training to minor athletes on the prevention and reporting of child abuse.
 - a. For training to minor athletes, USA Basketball must track a description of the training and how the training was offered and provided to minor athletes.
 - b. USA Basketball is not required to track individual course completions of minor athletes.
3. USA Basketball must, every 12 months, offer training to parents on the prevention and reporting of child abuse.
 - a. For training to parents, USA Basketball must track a description of the training and how the training was offered and provided to parents.
 - b. USA Basketball is not required to track individual course completions of parents.

Additional information regarding Education and Training requirements can be found in Section V: Education and Awareness Training.

The following policies shall, at a minimum, be applicable to (i) Adult Participants in USA Basketball's National Team Programs involving Minor Athletes, (ii) coach licensees, and (iii) those involved in In-Program Contact during Youth and Sport Development Events (e.g., Gold Camps).

TERMINOLOGY

Terminology specifically applicable to the policies found in this section include:

1. **Adult Participant**: Any adult (18 years of age or older) who is:
 - a. An employee or board member of USA Basketball;
 - b. Within the governance or disciplinary jurisdiction of USA Basketball;
 - c. Authorized, approved, or appointed by USA Basketball to have regular contact with or authority over minor athletes (which may include volunteers, medical staff, trainers, National Team chaperones, monitors, contract personnel, officials, adult athletes, and

- any other individual who meets this definition);
- d. A USA Basketball Coach Licensee or applicant without consideration to the level of license received (i.e., Associate or Gold).
2. Adult Participant Personal Care Assistant (“PCAs”): An Adult Participant who assists a parasport athlete requiring help with activities of daily living (“ADL”) and preparation for athletic participation. This support can be provided by a Guide for Blind or visually impaired athletes or can include assistance with transfer, dressing, showering, medication administration, and toileting. Personal Care Assistants are different for every athlete and should be individualized to fit their specific needs. When assisting a Minor Athlete, Adult Participant PCAs must be authorized by the athlete’s parent/guardian.
 3. Amateur Athlete: An athlete who meets the eligibility standards established by the National Governing Body for the sport in which the athlete competes.
 4. 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 definition in the SafeSport Code.
 5. Close-in-Age Exception: An exception applicable to certain policies under this section when an Adult Participant does not have authority over a Minor Athlete *and* is not more than four years older than the Minor Athlete. This exception shall only apply within these prevention policies and shall not be construed as an exception to violative conduct as defined in the Code or in other sections of this Handbook.
 6. Dual Relationships: An exception applicable to certain policies under this section when an Adult Participant has a relationship with a Minor Athlete outside of the sport program **AND** the Minor Athlete’s parent or guardian has provided written consent at least annually authorizing the exception.
 7. Electronic Communication: Electronic communications include, but are not limited to: phone calls, videoconferencing, video coaching, texting, social media, or through other electronic medium.
 8. In-Program Contact: Any contact (including communications, interactions, or activities) between an Adult Participant and any Minor Athlete(s), related to participation in the sport of basketball or with USA Basketball.
 - a. Examples of In-Program Contact include, but are not limited to: competition, practices, camps/clinics, training/instructional sessions, pre/post-game meals or outings, team travel, review of game film, 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. In-Program shall include, for the avoidance of doubt, any USA Basketball-organized and directed training events or competitions.
 9. Jurisdiction (full or partial): Any USA Basketball sanctioned event (including all travel and lodging in connection with the event), or any facility that the USA Basketball owns, leases, or rents for practice, training, or competition.
 10. Local Affiliated Organization (LAO): A regional, state, or local club or organization that is directly affiliated with an NGB or that is affiliated with an NGB by its direct affiliation with a regional or state affiliate of said NGB. LAO does not include a regional, state, or local club or organization that is only a member of a National Member Organization of an NGB.
 11. Minor Athlete: A USA Basketball Designated Athlete who is under the age of 18 (i.e., USA Basketball National Team minor athlete or prospective athlete). The term Minor Athlete shall also include any minor who participates in, or participated within the previous 12 months in, a non-athlete role partially or fully under the jurisdiction of USA Basketball. Examples include, but are not limited to: officials, coaches, or volunteers.
 12. National Governing Body (NGB): A U.S. Olympic National Governing Body or Pan American Sport Organization recognized by the U.S. Olympic & Paralympic Committee

pursuant to the Ted Stevens Olympic and Amateur Sports Act, 36 U.S.C. §§ 220501, et seq. This definition shall also apply to the USOPC, or other sports entity approved by the USOPC, when they have assumed responsibility for the management or governance of a sport included on the program of the Olympic, Paralympic, or Pan-American Games.

13. Regular Contact: Ongoing interactions during a 12-month period wherein an Adult Participant is in a role of direct and active engagement any amateur athlete(s) who is a minor.
14. Residential Environment: A place in which participants live or stay temporarily. Residential environments include, but are not limited to, onsite housing at training facilities, billeting, hotel stays, or rentals (i.e., Airbnb, VRBO, HomeToGo, etc.).
 - a. Billeting: A residential environment facilitated by an Adult Participant, USA Basketball, or sanctioned event staff in which a Minor Athlete is temporarily housed in a private home with an adult or family who is not related to or known by the Minor Athlete. This lodging arrangement is in conjunction with an activity related to sport.
15. U.S. Olympic & Paralympic Committee (USOPC): A federally chartered nonprofit corporation that serves as the National Olympic Committee and National Paralympic Committee for the United States.

USA Basketball Minor Athlete Abuse Prevention Policies

USA Basketball must develop minor athlete abuse prevention policies to limit one on-one interactions between a Minor Athlete and an Adult Participant. These policies must contain the mandatory components of the Center’s model policies in Part III. These model policies cover:

- a. Meetings
- b. Individual training sessions
- c. Therapeutic and Recovery Modalities and Manual Therapy
- d. Locker rooms and changing areas
- e. Electronic communications
- f. Transportation
- g. Lodging and Residential Environments

The policies must be approved by the Center as described in subsection (C) below. Given the uniqueness of each sport, however, some recommended components or policies may not be feasible or appropriate. Such concerns should be addressed with the Center during the Policy Approval and Submission Process discussed below. USA Basketball may choose to implement stricter standards than the model policies.

USA Basketball must also require that its LAOs implement these policies. USA Basketball has no LAOs at this time.

USA Basketball must implement these policies for all In-Program Contact.

- a. At sanctioned events and facilities partially or fully under its jurisdiction, USA Basketball must take steps to ensure the policies are implemented and followed.
- b. For In-Program Contact that occurs outside an USA Basketball sanctioned event or facilities, implementing these policies means:
 - i. Communicating the policies to individuals under its jurisdiction;
 - ii. Establishing a reporting mechanism for violations of the policies;
 - iii. Investigating and enforcing violations of the policies.

USA Basketball must have a reporting mechanism to accept reports that an Adult Participant is violating the Organization’s Minor Athlete Abuse Prevention Policies. USA Basketball must appropriately investigate and resolve any reports received, unless the violation is reported to the Center and it exercises

jurisdiction over the report. This requirement is in addition to requirements to report abuse under the SafeSport Code.

Policy Approval and Submission Process

USA Basketball may adopt the mandatory minimum requirements of the MAAPP as-is or adapt it to fit their needs. Regardless, each Organization must submit their policies to the Center at compliance@safesport.org for review and approval by April 1, 2024. The Center will approve, approve with modifications, or deny the policies. If the Center denies the proposed policy, the mandatory components of Part III of the Center's Model MAAPP become the default policy until the Center approves the policy.

The mandatory components of Part III will serve as the default policy for any Organization that fails to develop its own policy as required by this section. Any changes made to a USA Basketball MAAPP after the policy is approved must be submitted to the Center for approval. The previously approved MAAPP will remain in effect until written approval is provided to USA Basketball from the Center.

Application

Some policies impose requirements at sanctioned events and facilities partially or fully under USA Basketball's jurisdiction, such as the requirement to monitor locker rooms at USA Basketball facilities and sanctioned events. Other policies impose certain requirements on Adult Participants under USA Basketball's jurisdiction when the Adult Participant is having "In-Program Contact." For example, Adult Participants cannot have one-on-one meetings with a Minor Athlete unless it is observable and interruptible.

ONE-ON-ONE INTERACTIONS

Youth-adult relationships can be healthy and valuable for development. Policies on one-on-one interactions protect children while allowing for these beneficial relationships. As child sexual abuse is often perpetrated in isolated, one-on-one situations, it is important to limit such interactions between youth and adults and implement programs that reduce the risk of sexual abuse.

Observable and Interruptible

1. All one-on-one In-Program Contact between a Minor Athlete and an Adult Participant, who is not the Minor Athlete's parent or legal guardian, must be observable and interruptible by at another individual, unless an exception detailed below exists.
2. Isolated, one-on-one interactions between a Minor Athlete and an Adult Participant, who is not the Minor Athlete's parent or legal guardian, are expressly prohibited, except under emergency circumstances.
3. Adult Participants must follow this one-on-one interaction policy in all meetings and training sessions where one or more Minor Athletes are present.

Exceptions

The exceptions below may apply to the Meetings and Training Sessions Policy; Therapeutic and Recovery Modalities and Manual Therapy Policy; Locker Rooms and Changing Areas Policy; Electronic Communications Policy; Transportation Policy; and Lodging and Residential Environments Policy. If specific exceptions apply, they are listed in the relevant policy. These exceptions also apply to all one-on-one In-Program Contact not specifically addressed in these policies:

1. When a Dual Relationship exists;
 - a. This exception allows for one-on-one In-Program Contact when the Adult Participant has a relationship with a Minor Athlete that is outside of the sport program. The exception requires written consent of the Minor Athlete's parent/guardian at least annually. The consent must identify for which Required Prevention Policies the parent/guardian is allowing the one-on-one In-Program Contact.
2. When the Close-In-Age Exception applies (the Adult Participant is not more than 4 years older [determined by birth date] than the Minor Athlete and has no authority over the Minor Athlete);
3. If a Minor Athlete needs an Adult Participant Personal Care Assistant, **and**:
 - a. The Minor Athlete's parent/guardian has provided written consent to USA Basketball for the Adult Participant Personal Care Assistant to work with the Minor Athlete; and
 - b. The Adult Participant Personal Care Assistant has complied with USA Basketball's Education and Training Policy; and
 - c. The Adult Participant Personal Care Assistant has complied with USA Basketball's Background Screening Policy; **or**
4. In circumstances specifically addressed by this policy, provided USA Basketball receives the prior written consent of the Minor Athlete's parent/guardian.
5. Emergency Exception
 - a. This exception applies to all Required Prevention Policies for situations where an Adult Participant must violate requirement(s) of the MAAPP due to an emergency. Adult Participants must carefully consider whether specific circumstances meet the threshold of "emergency." Adult Participants should document emergency situations in accordance with their Organization's protocols as outlined:
 - i. Any emergency exceptions are to be documented and submitted via email, in real-time, to the USA Basketball Safe Sport inbox (USABSafeSport@usabasketball.com) and/or Administration Director. Details of the email to include names of adult participant(s) impacted, names of minor athlete(s) involved, date, time, location, activities impacted by the emergency, cause of the emergency, steps taken to address the emergency, steps taken to comply with the relevant policy, the outcome. and steps taken following the emergency.

- ii. USA Basketball will save electronically any documentation submitted.

MEETINGS & INDIVIDUAL TRAINING SESSIONS POLICY

Sexual abuse often happens when children are alone with their abusers. This section provides policies for meetings to limit one-on-one interactions between children and adults, including mental health care professionals and licensed health care providers.

Observable and Interruptible

Adult Participants must follow the One-on-One Interactions Policy in all meetings and training sessions where Minor Athlete(s) are present. Meetings must only occur where interactions can be easily observed by, and at an interruptible distance from, another adult, except if:

1. An emergency exception
2. A Dual Relationship exists.
3. The Close-in-Age Exception applies; or
4. A Minor Athlete needs a Personal Care Assistant and all of the requirements set forth in Section 3 of the Exceptions listed above have been met.

If a one-on-one meeting takes place in an office, the door to the office must remain unlocked and open. If available, meetings should occur in an office with windows, and the windows, blinds, and or/curtains must remain open for the duration of the meeting.

Meetings with Licensed Mental Health Care professionals and Health Care Providers (other than athletic trainers*)

**Athletic trainers who are covered under these policies must follow the “Manual Therapy and Therapeutic and Recovery Modalities” policy.*

A closed-door meeting may be permitted between a licensed mental health care professional, healthcare provider, or a student under the supervision of a licensed mental health care professional/licensed health care provider and a Minor Athlete, at a facility under the jurisdiction of USA Basketball, only under the following conditions:

1. The door must remain unlocked;
2. Another Adult Participant must be present at the facility.
3. The other Adult Participant must be advised that a closed-door meeting is occurring, although the identity of the Minor Athlete need not be disclosed;
4. USA Basketball is notified in advance that the provider will be meeting with the Minor Athlete; and
5. The provider obtains verifiable consent consistent with applicable laws and ethical standards from the Minor Athlete’s parent or legal guardian (and others as required) and submits such consent to USA Basketball prior to provision of services. Consent may be withdrawn at any time. USA Basketball makes note that written consent is preferred under these circumstances.

It is strongly encouraged that the name and contact information of the other Adult Participant be provided to the Minor Athlete and their parent or legal guardian, when a closed-door meeting with a mental health care professional or healthcare provider occurs.

Individual Training Sessions

Individual training sessions between an Adult Participant and Minor Athletes that occur In-Program, are only permitted if the training session is observable and interruptible by another adult.

The Adult Participant performing the individual training session must obtain the advance written permission of the minor athlete’s parent or legal guardian prior to the individual training session, at least

annually, and permission can be withdrawn at any time. Permission for individual training sessions must be obtained prior to the provision of services.

The Adult Participant must provide a copy of any written permission obtained to USA Basketball upon request. Written permission should at a minimum contain the date the permission was granted, the name of the Minor Athlete, Names of the Minor Athlete's parents or legal guardians, location where the individual training session is to occur, and clear assent to the training session by the parent or guardian.

Parents, guardians and other caretakers must also be allowed to observe the training session. Prevention of a parent's or guardian's ability to observe an individual training session is expressly prohibited and shall constitute a violation of this policy.

For ease of use, USA Basketball's MAAPP – Parent/Guardian Consent Form may be used to document the provision or withdrawal of consent.

Additional Information

When determining whether an adult is present or located at an observable and interruptible distance for purposes of this policy, an adult shall generally be another Adult Participant or the Minor Athlete's Parent or Legal Guardian.

Monitoring

If a permitted meeting or training session takes place between an Adult Participant(s) and a Minor Athlete(s) at a facility under USA Basketball's jurisdiction, USA Basketball will make every reasonable effort to have an Adult Participant monitor the meeting or training session. Monitoring includes reviewing the parent/guardian consent form, knowing that the meeting or training session is occurring, the approximate planned duration of the interaction, and observations of the one-on-one interaction performed at random.

MANUAL THERAPY AND THERAPEUTIC AND RECOVERY MODALITIES POLICY

Manual therapy and therapeutic and recovery modalities can be different for each sport. They can include, but are not limited to: first aid, massage, taping, cupping, stretching, cryotherapy, neuromuscular stimulations, electrical stimulation, or other modalities within the scope of a Healthcare Provider's credentials.

Note: Only emergency exception applies within this policy

All In-Program manual therapy and therapeutic and recovery modalities of a Minor Athlete must:

1. Be observable and interruptible; and
2. Have another Adult Participant physically present for the modality or manual therapy; and
3. Have documented consent as explained in "Consent," below; and
4. Be performed with the Minor Athlete fully or partially clothed, ensuring that the breasts, buttocks, groin, or genitals are always covered; and
5. Allow parents/guardians in the room as an observer, except for competition or training venues that limit credentialing.
6. The provider must narrate the steps in the modality before taking them, seeking assent of the Minor Athlete throughout the process.

Where possible, techniques shall be used to reduce physical touch of Minor Athletes. Additionally, USA Basketball, when possible and where circumstances allow, shall utilize only licensed providers to administer manual therapy and therapeutic and recovery modalities to Minor Athletes.

Consent

Providers of manual therapy and therapeutic and recovery modalities or USA Basketball, where applicable, must obtain advance consent at least annually from Minor Athletes' parent or legal guardian. Unless an emergency consent must be obtained prior to providing any treatment, written consent by a Minor Athlete's parent or legal guardian shall be provided before the provision of any manual therapy and therapeutic and recovery modalities to a Minor Athlete. Consent may be withdrawn at any time by the Minor Athlete or their parent or legal guardian.

For ease of use, USA Basketball's MAAPP – Parent/Guardian Consent Form may be used to document the provision or withdrawal of consent.

Documentation

USA Basketball strongly encourages the documentation of any manual therapy and therapeutic and recovery modalities involving Minor Athletes participating in our programs. Use of a USA Basketball Database (e.g., excel spreadsheet, Smartabase) is strongly encouraged to document the above.

LOCKER ROOMS & CHANGING AREAS POLICY

Observable and Interruptible

Adult Participants must ensure that all 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. An emergency exception
2. A Dual Relationship exists.
3. The Close-in-Age Exception applies; or
4. A Minor Athlete needs a Personal Care Assistant and:
 - a. The Minor Athlete's parent or guardian has provided written consent to USA Basketball for the Adult Participant Personal Care Assistant to work with the Minor Athlete; and
 - b. The Adult Participant Personal Care Assistant has complied with USA Basketball's Education and Training Policy; and
 - c. The Adult Participant Personal Care Assistant has successfully completed a background screen in accordance with USA Basketball's Screening Policy.

Adult Participant Personal Care Assistants are permitted to be with and assist Minor Athlete(s) in locker rooms, changing areas, and similar spaces where other Minor Athletes are present, if they meet the requirements of section 4(a)-(c), above.

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 remove their 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 unless:
 - a. The Adult Participant meets the Close-in-Age Exception; or
 - b. The shower is part of a pre- or post-activity rinse while wearing swimwear.
4. Parents/guardians may request in writing that their Minor Athlete(s) not change or shower with Adult Participant(s) during In-Program Contact. USA Basketball and the Adult Participant(s) must abide by this request. For ease of use, USA Basketball's MAAPP – Parent/Guardian Consent Form may be used to document requests regarding Locker Rooms and Changing Areas.

Use of any devices, including cell phones, recording capabilities, including voice recording, still cameras, and video cameras in locker rooms, rest rooms, changing areas, or any other space designated as a place for changing clothes or undressing, by Minor Athletes and any adult is expressly prohibited.

Parents and legal guardians are discouraged from entering locker rooms and changing areas unless it is truly necessary. In those instances, it shall only be a same-sex parent or guardian. If this is necessary, parents or guardians shall let a coach or other USA Basketball National Team Staff Member know before entering the locker room or changing area.

Media and Championships Celebrations in Locker Rooms

USA Basketball may permit recording or photography in locker rooms for the purpose of highlighting a sport or athletic accomplishment provided that:

1. Consent from each Minor Athlete's parent or legal guardian has been obtained; and
2. A specific exception for recording and/or photography in the specific instance has been approved by USA Basketball; and
3. Two or more Adult Participants are present; and
4. Everyone is fully clothed.

Undress

Under no circumstances shall any individual who is not a parent/guardian or another family member with a dual relationship consent on file at a facility under USA Basketball's jurisdiction be undressed, disrobed or partially/fully nude, or where private body parts are exposed, in front of Minor Athletes. Moreover, Adult Participants must not remove their clothes or behave in a manner that intentionally or recklessly exposes their breasts, buttocks, groin, or genitals to a Minor Athlete.

Meetings and Isolated One-on-One Interactions

Meetings between a Minor Athlete and a coach or other Adult Participant in a locker room or changing facility are expressly prohibited unless the meeting occurs in the presence of another Adult Participant and/or the Minor Athlete's parent or legal guardian, and everyone is fully clothed.

At no time are any individual who is not a parent/guardian or another family member with a dual relationship consent on file permitted to be alone with a Minor Athlete in a locker room, rest room, or changing area when at a facility under USA Basketball's jurisdiction, except under emergency circumstances.

If USA Basketball is using a facility that only provides access to a single set of locker rooms or changing facilities, then USA Basketball will designate specific times for use by adults, if any.

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

USA Basketball Staff shall designate a monitor or monitors, to both regularly and randomly monitor the use of locker rooms, rest rooms, changing areas, and similar spaces at USA Basketball sanctioned events or facilities partially or fully under USA Basketball's jurisdiction to ensure compliance with these policies. Additionally, USA Basketball will ensure that there is a private or semi-private place for Minor Athletes to change clothes or undress at USA Basketball sanctioned events or facilities partially or fully under USA Basketball's jurisdiction.

Monitors will be used to minimize the risk of bullying and hazing, and to ensure that minors are not left unattended in locker rooms, rest rooms, and/or changing areas. Adults shall make every effort to recognize when an athlete goes to the locker room or changing area during practice and competition, and if they do not return in a timely fashion, shall check on the athlete's whereabouts.

Non-Exclusive Facility

If USA Basketball uses a facility not under its jurisdiction (e.g., for training, competition, or similar events) and the facility is used by multiple organizations or people unaffiliated with USAB, Adult Participants are nonetheless required to adhere to the rules set forth in this policy.

Additionally, USA Basketball will make every effort to conduct a scan of the physical space it is using

and determine if/which areas require additional adult supervision and provide additional supervision at times where it is deemed necessary to ensure the safety of USA Basketball's participants and Minor Athletes.

ELECTRONIC COMMUNICATIONS POLICY

All one-on-one electronic communications between an Adult Participant and a Minor Athlete must be Open and Transparent except when:

1. An emergency exception
2. A Dual Relationship exists; or
3. The Close-in-Age Exception applies; or
4. The Minor Athlete needs a Personal Care Assistant, and:
 - a. The minor Athlete's parent or legal guardian has provided written consent to USA Basketball for the Adult Participant Personal Care Assistant to work with the Minor Athlete; and
 - b. The Adult Participant Personal Care Assistant has complied with USA Basketball's Education and Training Policy; and
 - c. The Adult Participant Personal Care Assistant has successfully completed a background screen in accordance with USA Basketball's Screening Policy.

Content

All electronic communication originating from Adult Participants to Minor Athletes must be professional in nature unless one of the above exceptions applies. Any electronic communication between Adult Participants and Minor Athletes must be observant of healthy and appropriate boundaries. The dissemination of sexually explicit, offensive, or otherwise inappropriate communications is expressly prohibited is a violation of this policy.

As with any communication, the content of any electronic communication shall be readily available to share with the athlete's family, USA Basketball or an affiliate organization (i.e., USOPC).

Open and Transparent

Open and Transparent means that an Adult Participant copies or includes the Minor Athlete's parent or guardian, another adult family member of the Minor Athlete, another Adult Participant, and/or USA Basketball in electronic communications. Only platforms that allow for Open and Transparent communication may be used to communicate with Minor Athletes.

If a Minor Athlete communicates with the Adult Participant first, the Adult Participant must follow this policy if the Adult Participant responds.

When an Adult Participant communicates electronically to the entire team or any number of Minor Athletes on the team, the Adult Participant must copy or include the Minor Athletes' parents/guardians, another adult family member of the Minor Athletes, or another Adult Participant.

Social Media Connections

Adult Participants, except those with a Dual Relationship or who meet the Close-in-Age Exception, are not permitted to maintain private social media connections with Minor Athletes and shall discontinue existing social media connections with Minor Athletes.

Adult Participants may not accept "friend requests" or "follow requests" from Minor Athletes, nor may they initiate "friend requests" or "follow requests" to Minor Athletes.

Prohibited Electronic Communications

Private electronic communications between Adult Participants and Minor Athletes are expressly prohibited,

except under emergency circumstances or if an exception applies.

Private electronic communications include but are not limited to direct messages, email, or text messages between one Adult Participant and a Minor Athlete(s) via any electronic medium.

Adult Participants are prohibited from sending private electronic messages, including photos via Snapchat, Instagram, or similar social media platform to a Minor Athlete.

Adult Participants are strongly encouraged to set their social media pages to private settings.

Hours

Electronic communications shall generally be sent only between the hours of 8:00 a.m. and 8:00 p.m. local time for the location of the Minor Athlete.

Requests to Discontinue

Parents/guardians may request in writing that USA Basketball or an Adult Participant subject to this policy not contact their Minor Athlete through any form of electronic communication. USA Basketball and the Adult Participant must abide by any request to discontinue, absent emergency circumstances.

For ease of use, USA Basketball's MAAPP – Parent/Guardian Consent Form may be used to document the provision or withdrawal of consent.

Emergency Circumstances & Electronic Communication

USA Basketball shall inform the Minor Athlete's parent(s) or legal guardian(s), at a reasonable time thereafter, if emergency circumstances arise which required communication with the Minor Athlete. Information provided to the Minor Athlete's parent(s) or legal guardian(s) shall include the emergency circumstances which prompted the communication and the contents of the communication, unless disclosure of this information would pose a significant safety risk to the Minor Athlete (for example, if the communication was a report by the Minor Athlete of child abuse by the parent/guardian).

Misconduct

Social media and electronic communications can also be used to commit misconduct which is prohibited by USA Basketball's Misconduct Prevention Policies (e.g., emotional, sexual, bullying, harassment, and hazing). Such communications are also violations of this Handbook.

TRANSPORTATION POLICY

This policy covers transportation which can often consist of travel to training, practice and competition that occurs locally and does not include coordinated overnight stay(s). Team travel often consists of an overnight stay or transportation coordinated by USA Basketball; however, a coordinated overnight stay is not necessary for this policy to be applicable.

Transportation

Adult participants must ensure that all In-Program Contact during Transportation is Observable and Interruptible unless:

1. An emergency exception
2. A Dual Relationship exists;
3. The Close-In-Age Exception applies; or
4. A Minor Athlete needs a Personal Care Assistant and:
 - a. The Minor Athlete's parent or guardian has provided written consent to USA Basketball for the Adult Participant Personal Care Assistant to work with the Minor Athlete;
 - b. The Adult Participant Personal Care Assistant has complied with USA Basketball's Education and Training Policy; **and**

- c. The Adult Participant Personal Care Assistant has complied with USA Basketball's Background Screening Policy; **or**
5. The Adult Participant has advance, written consent to transport the Minor Athlete one-on-one, with that consent obtained at least annually from the Minor Athlete's parent or guardian. *Minor Athlete(s) or their parent/guardian can withdraw consent at any time.*

Generally, an Adult Participant meets the In-Program transportation requirements if the Adult Participant is accompanied by another Adult Participant or at least two Minor Athletes who are at least 8 years of age. However, USA Basketball will evaluate all Minor Athlete team travel to determine appropriate adult-to-athlete ratios to ensure adequate supervision is provided.

Absent emergency circumstances, Adult Participants who are not also the parent or legal guardian, may not drive alone with any individual who is not a parent/guardian or another family member with a dual relationship consent on file. Adult Participant shall only drive with at least two (2) Minor Athletes who are at least eight-years of age or another Adult Participant, unless otherwise agreed to in writing by the Minor Athlete's parent or legal guardian, in advance of travel.

Parents and legal guardians are strongly encouraged to receive child abuse prevention education before providing consent for their minor athlete to travel alone with an Adult Participant. In any shared or carpool arrangement, parents and legal guardians are encouraged to pick up their Minor Athlete first and drop off their Minor Athlete last.

Safety Requirements

Adult Participants who are authorized by USA Basketball to transport Minor Athletes must not engage in team travel without a valid driver's license, proper insurance, compliance with all state laws, and use of well-maintained vehicles. Adult Participants who travel with USA Basketball teams must successfully pass a background screen in accordance with USA Basketball's Screening Policy and comply with all other applicable USA Basketball rules, policies, and procedures.

Individuals with one or more alcohol-related charges or convictions within the previous three (3) years shall not be authorized to transport Minor Athletes.

Consent to Travel

Written consent from a Minor Athlete's parent/guardian is required for all transportation authorized or funded by USA Basketball at least annually, noting this consent can be withdrawn at any time.

Parents or legal guardians are strongly encouraged to receive child abuse prevention education before providing consent for the Minor Athlete to travel alone with an Adult Participant.

For ease of use, USA Basketball's MAAPP – Parent/Guardian Consent Form may be used to document the provision or withdrawal of consent.

LODGING & RESIDENTIAL ENVIRONMENTS POLICY

All In-Program Contact at a hotel or lodging site between an Adult Participant and Minor Athlete must be observable **and** interruptible by another individual, unless an exception exists. Lodging arrangements covered under this policy include, but are not limited to, hotel stays, rentals (i.e., Airbnb, VRBO, HomeToGo, etc.), and long-term residential environments, including lodging at training sites and billeting.

An Adult Participant may only share a hotel room with or otherwise sleep in the same room with a Minor Athlete during In-Program Travel if:

1. An emergency exception

2. A Dual Relationship exists, **OR** The Close-In-Age Exception applies; **AND**
 - a. the Minor Athlete's parent or guardian has provided USA Basketball with advance, written consent for the specific lodging arrangement; **OR**
3. A Minor Athlete needs a Personal Care Assistant and:
 - a. The Minor Athlete's parent or guardian has provided advance, written consent to USA Basketball for the Adult Participant Personal Care Assistant to work with the Minor Athlete and for the lodging arrangement;
 - b. The Adult Participant Personal Care Assistant has complied with USA Basketball's Education and Training Policy; **AND**
 - c. The Adult Participant Personal Care Assistant has complied with USA Basketball's Background Screening Policy.

Written consent from the Minor Athlete's parent or guardian must be obtained for all In- Program lodging at least annually, noting this consent can be withdrawn at any time.

For the avoidance of doubt, any Adult Participant traveling overnight with Minor Athlete(s) is assumed to have authority over Minor Athlete(s) and must comply with USA Basketball's and the U.S. Center for SafeSport's Education & Training Policy, unless the adult participant meets the close-in-age exception.

Coach and Staff Responsibilities

During team travel, coaches and staff members (USA Basketball Staff and National Team Support Staff) will help Minor Athletes, fellow coaches, and staff members adhere to policy guidelines, including without limitation, the Travel Policy, Lodging & Residential Environments Policy, Locker Rooms and Changing Areas Policy and policies governing reporting misconduct.

When not practicing, training, competing, or preparing for competition, coaches and staff shall be mindful and aware of the activities of Minor Athletes, fellow coaches, staff, and any Adult Participant during team travel.

Coaches and Staff shall:

1. Prepare Minor Athletes for team travel and make minor athletes aware of all expectations;
2. Familiarize themselves with all travel itineraries and schedules before the initiation of team travel;
3. Conform to, and monitor for others' adherence to, all relevant policies during team travel;
4. Encourage Minor Athletes to participate in regular communications with their parent(s) or legal guardian(s);
5. Make certain that Minor Athletes are not alone in a hotel room or sleeping quarters with any adult who is not a parent/guardian or another family member with a dual relationship consent on file; this includes coaches, staff, chaperones, and any other Adult Participant, unless an exception applies;
6. Immediately report any concerns about physical or sexual abuse, misconduct, or policy violations to the appropriate authorities; and
7. Where circumstances allow, notify a Minor Athlete's parent(s) or legal guardian(s) before taking any disciplinary action against a Minor Athlete if the athlete is traveling without his or her parent(s) or legal guardian(s).

Meetings

Meeting shall be conducted in accordance with USA Basketball's policy regarding One-On-One interactions. However, for the avoidance of doubt, any meeting arranged during team competition or travel must be observable and interruptible.

Meetings conducted in hotel rooms or sleeping quarters (e.g., dorm room at Olympic Training Center or like facility) of Adult Participants or Minor Athletes are expressly prohibited.

Monitoring

When performing room checks, attending team meetings and/or other USA Basketball organized activities, during team travel, two-deep leadership and observable and interruptible environments, where practicable, will be maintained.

If room checks are performed during In-Program lodging, the One-On-One Interaction policy must be followed and at least two Adult Participants must be present for the room checks. Adult Participants shall not enter the room of the Minor Athlete or Minor Athlete(s), unless reasonably necessary.

ADDITIONAL POLICIES FOR KEEPING YOUNG ATHLETES SAFE

A. Out-of-Program Contact

Adult Participants, who do not 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 legal/parent guardian consent, even if the out-of-program contact is not one-on-one.

B. Gifting

1. Adult Participants, who do not meet the Close-in-Age Exception nor have a Dual Relationship with a Minor Athlete, should not give personal gifts to Minor Athlete(s).
2. Gifts that are equally distributed to all Athletes and serve a motivational or educational purpose are permitted.

C. Photography/Video

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

SECTION IV: BACKGROUND SCREENING POLICY

USA Basketball's Screening Policy sets forth the policies and procedures for conducting and reviewing background checks, determining eligibility, and compliance with USOPC Background Screening requirements for National Governing Bodies and Responsible Sports Organizations. This Policy is applicable to USA Basketball Designees, as defined below.

In accordance with this Policy, Designees must consent to and successfully complete a criminal background screen conducted by USA Basketball in order to participate.

Designees shall include the following groups and individuals that are 18 years of age or older:

- USA Basketball employees and individuals who USA Basketball formally authorizes, approves, or appoints to: (a) serve in a position of authority over, or (b) have regular contact with, Athletes. This shall include staff, officials, coaches, board members, coordinators, trainers, independent contractors, volunteers, medical personnel, and other individuals authorized or nominated by USA Basketball to work with Athletes or other sport participants while at USA Basketball Training Site (any facility/location that is owned, managed, or operated by USA Basketball and used by USA Basketball or its athletes for competitions and/or training, recovery or coaching purposes) or a competition or event to which USA Basketball sends Athletes.
- All athletes and alternates 18 years of age or older who are selected by USA Basketball to participate in national or international teams, or Delegation Events.
- All Athletes and alternates who are selected by USA Basketball to train at any Olympic & Paralympic Training Center, USOPC High Performance Training Center, or USA Basketball Training Site as defined by the USOPC.

For the avoidance of doubt, **Designees** include the following individuals:

- National Team Managers and Support Staff
- National Team Locker Room Monitors
- National Team Travel Chaperones
- USA Basketball Committee Members
- Medical Personnel
- U.S. Open Championships, Open Court, and Coach Clinic Volunteers and Operators
- Officials
- Contractors and Vendors who have regular contact with athletes
- Any individual that USA Basketball or the USOPC authorizes to train, stay, or work at an Olympic & Paralympic Training Center ("OPTC")
- Other individuals or participants as may be determined by USA Basketball in its sole discretion.

USA Basketball Screening Program

Submission to and successful completion of a criminal background screening is a requirement for participation in USA Basketball's programs and activities for Designees. Background Screening through USA Basketball's approved background screening vendor must be successfully completed before contact with Athletes begins, and in any event within the first forty-five (45) days of beginning their respective role with USA Basketball. Rescreening of Designees shall be conducted every year.

Background Screening Components

At a minimum, all USA Basketball background screen will include the following search components:

- Social Security Number validation;
- Name and address history records;
- Two independent Multi-Jurisdictional Criminal Database searches covering 50 states plus DC, Guam, and Puerto Rico;
- Federal District Courts search for each name used and district where the individual currently lives or has lived during the past seven years, going back the length of time records are available and reportable;
- County Criminal Records for each name used and county where the individual currently lives or has lived during the past seven years, going back the length of time records are available and reportable;
- National Sex Offender Registry database search of all available states, plus DC, Guam, and Puerto Rico;
- Multiple National Watch Lists;
- SafeSport Disciplinary Records; and
- Comprehensive International Records search of U.S. Citizens who have lived outside of the United States for six consecutive months in any one country, during the past seven years.

Athletes

All athletes and alternates aged 18 or older who are selected by USA Basketball to participate in a Delegation Event, on a team for international or national competition, or to train at any Olympic & Paralympic Training Center, or USA Basketball Training must comply with this policy. Such athletes under 18 must successfully complete a background screen in accordance with this policy no later than 45 days after their eighteenth birthday.

Media

Nothing in this section shall prevent USA Basketball from requesting individuals affiliated with the media to undergo and pass a criminal background screen in accordance with the criteria detailed in this policy.

Third-Party Vendors/Contractors & Partner Programs

USA Basketball requires contracts with third-party vendors/contractors that are authorized to be: (a) in a position of authority over; or (b) in regular contact with, athletes, to include the background check requirements set forth in this policy. The contract must also specify that certification must be provided by the vendor/contractor upon request by USA Basketball, to establish that the mandated background screens were properly conducted.

When partnering with community organizations for events, USA Basketball shall ensure that the partnership agreement includes language regarding background screen requirements. The agreement shall also specify that certification must be provided by the community organization upon request by USA Basketball, to establish that the mandated background screens were properly conducted.

In lieu of the above, USA Basketball may require those individuals covered by this subsection to submit to a background screen performed by its preferred background screen provider to ensure compliance.

Background Screen Review & Disqualification

Information in this subsection shall guide USA Basketball's review of background screens and disqualification based on the results of a background screen.

The following shall serve as a basis under which a Designee, will be disqualified from serving as a Designee ("Automatic Disqualifiers"):

Section 1

- A disposition or resolution of a criminal proceeding, other than adjudication of not guilty¹, including but not limited to convictions of, deferred sentences and adjudications for, pleas of guilty or no contest, and pending charges, for any of the following *:
 - i. Any felony involving:
 - a. Murder or homicide where intent is an element.
 - b. Sex crimes involving violence, lack of consent, or inability to consent, including rape and sexual assault.
 - c. Sex crimes involving a minor, including but not limited to child molestation, possession and distribution of child pornography,
 - d. Child endangerment, neglect, or abuse.
 - ii. Any misdemeanor involving:
 - e. Sex crimes involving violence, lack of consent, or inability to consent, including rape and sexual assault.
 - f. Sex crimes involving a minor.
 - g. Child endangerment, neglect, or abuse.

- Any sex offender registrant.

Section 2

In addition to the criteria listed above, the following additional criteria shall also serve as a basis under which a person will be disqualified or prohibited from serving as a Designee:

- USA Basketball has received appropriate notification that the individual:
 - o Was adjudged liable for civil penalties or damages involving sexual or physical abuse of children.
 - o Is currently subject to sanction, whether permanent or temporary, by the U.S. Center for SafeSport, another National Governing Body in connection with a Safe Sport violation, the United States Olympic and Paralympic Committee in connection with a Safe Sport violation, or USA Basketball in connection with a Safe Sport violation.

The following shall serve as a basis under which a Designee may be disqualified or prohibited from serving as a Designee ("Potential Disqualifiers"):

Section 1

¹ A "disposition or resolution of a criminal proceeding, other than an adjudication of not guilty" shall include, but is 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, or the existence of an ongoing criminal investigation, a warrant for arrest, or any pending charges.

- A disposition or resolution of a criminal proceeding, other than adjudication of not guilty, including but not limited to convictions of, deferred sentences and adjudications pleas of guilty or no contest, and pending charges, for any of the following:
 - i. Any felony (or any crime punishable by confinement greater than one year) not included in the Automatic Disqualifiers, above.
 - ii. Any misdemeanor involving:
 - a. Violence or the threat of violence, injury or harm against a person. Sex crimes or crimes of a sexual nature not included in the Automatic Disqualifiers, or in which sexual relations is an element, including but not limited to prostitution, pornography, indecent exposure, public indecency, distribution of obscene material.
 - b. Controlled substances or drug-related offenses. Harm to a minor and/or vulnerable person including but not limited to contributing to the delinquency of a minor, and DUI with a minor, not included in the Automatic Disqualifiers.
 - c. Stalking, harassment, blackmail, violation of a protection order and/or threats.
 - d. Destruction of property, including arson, vandalism, and criminal mischief; and
 - e. Animal abuse or neglect.
 - iii. Multiple alcohol-related offenses within the previous three years (based on the date of disposition).

Section 2

- In addition to the criteria above, the following additional criteria (to the extent not included in the Automatic Disqualifiers, above shall also serve as a basis under which a person may be disqualified or prohibited from serving as a Designee, where USA Basketball has received appropriate notification of:
 - A violation, or charge of a violation, of the [USA Basketball Coach Code of Conduct](#).
 - Any form of retaliation for reporting, prohibiting, or otherwise engaging in USA Basketball, the U.S. Center for SafeSport, or any other entity's processes regarding allegations of misconduct.
 - A violation, or charge of a violation, of any of USA Basketball's Bylaws, rules, policies, or procedures, including without limitation its Athlete and Participant Safety Policy (including its MAAPP Policy), to the extent not otherwise included in the Automatic Disqualifiers above, including instances where an individual is in the process of having a hearing before USA Basketball's Hearing Panel.
 - An individual being having been previously subject to any sanction by the U.S. Center for SafeSport;
 - An individual being currently or previously subject to any sanction by (i) the U.S. Olympic and Paralympic Committee; (ii) any National Governing Body (NGB); or (iii) USA Basketball, not included in the Automatic Disqualifiers above.
 - An individual being adjudged liable for civil penalties or damages involving sexual or physical abuse or misconduct, not otherwise included in the Automatic Disqualifiers.
 - An individual being subject to any court order involving any sexual or physical abuse or misconduct, including but not limited to domestic order or protection.
 - An individual having had parental rights terminated.
 - An individual having a history with another organization (volunteer, employment, etc.) of complaints of sexual or physical abuse or misconduct.
 - An individual having resigned, been terminated, or been asked to resign from a position, whether paid or unpaid, due to complaint(s) of sexual or physical abuse or misconduct.
 - Any charge or arrest, regardless of the ultimate outcome of the criminal proceeding, for

a crime involving sexual abuse or misconduct; child abuse, neglect, or endangerment; or violence involving a minor.

Driving Privileges

For purposes of being authorized to transport people in any motor vehicle for USA Basketball business purposes, including but not limited to driving or operating any vehicle (personal, rental, or USA Basketball fleet vehicle) to transport individuals in connection with any USA Basketball competition or event, an individual must be 21 years of age or older and possess a valid driver's license.

Accuracy of Results

Any individual has the right to dispute the accuracy of the results of their background screen with USA Basketball's criminal background check vendor but may not dispute the accuracy of the results with USA Basketball.

USA Basketball Background Check Appeal Panel

Additionally, any Designee disqualified under a Potential Disqualifier may appeal the disqualification to a USA Basketball Background Check Appeal Panel. In order to successfully obtain an exemption, the Designee must demonstrate that the background check result does not violate the spirit of USA Basketball's Athlete and Participant Safety & Protection Program, and that they pose no risk to the sport and its athletes.

An individual may also appeal a disqualification on the basis of Section 2 of the Automatic or Potential Disqualifiers on the basis that the information is inaccurate, and they are not, in fact, subject to that criteria (i.e. USA Basketball's information was incorrect). Automatic Disqualifiers may not be appealed to USA Basketball for any other reason.

A request to appeal a disqualification may be submitted to USABSafeSport@usabasketball.com by the disqualified Designee.

Tracking and Compliance

Prior to and after the completion of a USA Basketball event or competition, USA Basketball's Administration Department shall conduct an audit of all Designees' completion of Background Screening for compliance, and will provide relevant department personnel and USA Basketball Staff documentation of their findings, and directives if necessary.

USOPC Compliance and Reporting

USA Basketball will notify the USOPC via email of any decision by USA Basketball which has the effect of allowing an individual covered by this policy to reside, train or compete at an Olympic & Paralympic Training Center or participate in an Olympic, Paralympic, Pan American, Youth Olympic Games or other international sporting events as designated by the USOPC (collectively the "Delegation Events"), if the individual's background screen results demonstrate any disposition or resolution of a criminal proceeding, other than an adjudication of not guilty for any of the following criminal offenses:

- i. Any felony involving
 - a. Violence against a person within the previous ten (10) years;
 - b. Violent crimes involving weapons (including armed robbery and aggravated assault with a weapon) within the previous ten (10) years; and
 - c. Animal abuse, cruelty or neglect
- ii. Any felony or misdemeanor involving:
 - a. All sexual crimes and criminal offenses of a sexual nature to include, but not limited to rape, child molestation, sexual battery, lewd conduct, possession or distribution of child pornography, possession and distribution of obscene material, and any sex offender

- registrant (excluding prostitution, indecent exposure, and public indecency);
- b. Drug offenses including drug distribution, intent to distribute, manufacturing, trafficking, or sale within the previous 7 years (excluding crimes for drug use or possession); and
 - c. Harm to a minor or vulnerable person, including but not limited to offenses such as child abandonment, child endangerment/neglect/abuse, contributing to the delinquency of a minor, providing alcohol to a minor, and DUI with a minor.

After submission and in accordance with its policies and procedures, the USOPC's Background Check Review Panel or the USOPC may determine if and to what degree an individual may be: (a) affiliated with the USOPC, (b) granted access to an Olympic Training Center; (c) permitted to participate in a Delegation Event, or (d) granted driving privileges.

Nothing in this policy shall prevent USA Basketball from requiring an individual to submit to a background screen performed by the USOPC's preferred vendor. USA Basketball, in its sole discretion, may accept the findings of the background screen performed by the USOPC's preferred vendor and/or require a background screen performed by USA Basketball's preferred vendor.

Coach Licensees and Pending Coach Applicants

Information regarding disqualifying criteria and appeal procedures for USA Basketball Coach Licensees and Pending Coach License Applicants may be found [here](#).

Receipt, or previous receipt of a USA Basketball Coach License does not grant the recipient exemption from the criteria or procedures detailed in this policy if the individual is also, or becomes, a Designee.

SECTION V: EDUCATION & AWARENESS TRAINING

This Policy defines training requirements for Adult Participants (as defined in Section III) as well as Minor Athletes and their parents or legal guardians.

SafeSport Trained Core

Education and training concerning child abuse prevention and the key elements of USA Basketball's Athlete and Participant Safety Program is a requirement for participation in USA Basketball's programs and activities. *SafeSport Trained Core* course, the U.S. Center for SafeSport's online training course, must be successfully completed before contact with Minor Athletes begins, or within the first 45 days of individuals beginning their respective role with USA Basketball subjecting them to this Education and Awareness Training Policy, whichever comes first.

The *SafeSport Trained Core* course shall be required every four years.

The following individuals and categories of individuals are required to successfully complete the *SafeSport Trained Core/Refresher* course:

1. Adult Participants of USA Basketball:
 - a. Who has authority over any amateur athlete(s) who is a minor.
 - b. Have Regular Contact (as defined in Section III) with any USA Basketball Designated Athlete and/or any amateur athlete(s) who is a minor.
 - c. USA Basketball Staff (full-time, part-time, and interns) and Board Members
 - d. USA Basketball Coach License Applicants and Pending Applicants
 - e. Any other individual participating in the activities or affairs of USA Basketball, as designated by USA Basketball. Designated individuals include:
 - National Team Coaches, Managers, and Support Staff
 - USA Basketball Committee Members
 - Medical Staff*
 - Operators and Core Staff of U.S. Open Championships, Club Championships, Open Court, and Coach Clinics
 - Officials
 - Contractors who have regular contact with Minor Athletes
 - Any non-athlete individual that USA Basketball authorizes to train, stay, or work at an Olympic & Paralympic Training Center.

** Please note, Adult Participants who are medical providers covered by this section may take the Health Professionals Course in lieu of the SafeSport Trained Core.*

The following individuals and categories of individuals are subject to the required prevention policies:

- i. Staff (full-time, part-time, interns)
- ii. Board Members
- iii. National Team Coaches
- iv. Support Staff, Volunteers and Contractors for a USA Basketball Event
- v. National Team Chaperones
- vi. USA Basketball Coach Licensees and Pending Applicants
- vii. Athletes USAB designates for the USADA Required Testing Pool (RTP)
- viii. Athletes participating in USA Basketball-owned or USA Basketball-operated events (as identified by USA Basketball), for the duration of the Athlete's participation in such event.
- ix. Any Other Individual Participating in the Activities or Affairs of USA Basketball, who USA Basketball designates as a Participant

Refresher Training

The Center's online training courses designated as "refresher" courses ("Refresher Training") must be successfully completed every 12 months by those required to complete the *SafeSport Trained Core* course.

If participation is not had in consecutive years (e.g., participation in 2020, 2021, 2023, and 2024), the Core Training and subsequent Refreshers will be completed in compliance with the Center's requirements.

Training Access

A custom link for USA Basketball's Adult Participants will be provided via email from an authorized USA Basketball representative, so that Adult Participants can register on safesporttrained.org. Coach Licensees and Pending Applicants can access the *SafeSport Trained Core* and Refresher Training through their profile on the USA Basketball Community website.

Other Entities

If an individual has completed the *SafeSport Trained Core* or Refresher Training through another entity, verification of completion (e.g., U.S. Center for SafeSport Trained Certificate) must be submitted to USA Basketball's Administration department for approval prior to participation. USA Basketball should also be added to the individual's membership if the course was taken via the Center's approved training platform.

USA Basketball reserves the right to, in its sole discretion, determine whether verification submitted by an Adult Participant is sufficient. If the proof of verification submitted is deemed insufficient, the Adult Participant will be required to successfully complete the *SafeSport Trained Core* course through USA Basketball's approved access link.

Minor Athlete Training & Parent Training Requirements

USA Basketball will, every 12 months, offer and provide training to minor athletes and their parents on the prevention and reporting of child abuse. The provision of training to minor athletes shall be subject to parental consent. Parental consent shall include the minor athlete's parent(s) or legal guardian(s).

USA Basketball will maintain a record of the training offered to minor athletes which shall include: a description of the training and how the training was offered and provided to minor athletes.

Optional Training

Adult Participants serving in a volunteer capacity, who will not have regular contact with or authority over any amateur athlete(s) who is a minor, should take the Center's brief Volunteer Course (or SafeSport Trained Core Course) before engaging or interacting with any minor athlete(s).

Organizations may provide training in addition to the SafeSport Trained Core Course, although they cannot refer to this training as "SafeSport" training. *Training other than the SafeSport Trained Core Course or Refresher does not satisfy this policy.*

Tracking and Compliance

USA Basketball will track and maintain complete records of whether the Adult Participants under its jurisdiction have completed the required training dictated by the U.S. Center for SafeSport and this Education and Awareness Training Policy.

Prior to and after the completion of a USA Basketball event or competition, USA Basketball's Administration Department shall conduct an audit of all Adult Participant's completion of the *SafeSport Trained Core* and/or Refresher Training and provide relevant department personnel and USA Basketball Staff documentation of their findings.

Exemptions and Accommodations

The Center's online training courses contain information about various forms of abuse. The courses do not include graphic descriptions of abuse or show violent images or video. The content may be uncomfortable or trigger trauma for some participants.

1. Exemptions to the online training requirement may be requested by survivors of abuse and misconduct. Survivors of abuse can request an exemption by contacting USA Basketball or can choose to contact the Center directly to request an exemption at exemptions@safesport.org and USABSafeSport@usabasketball.com. All exemptions granted by the Center or USA Basketball in this category are considered indefinite and do not need to be re-requested every year.
2. Exemptions to the online training requirement for reasons other than survivor of abuse and misconduct are limited to cognitive or physical disability or language barrier. Requests for these exemptions must be made by the individual to USA Basketball. USA Basketball will determine whether to grant the exemption. If USA Basketball grants the exemption, it must track the exemption to ensure it is appropriately applied to the individual's membership status. The NGB must preserve documentation that the exemption was granted and for what duration.

The Center has several options available to assist individuals in completing the online training courses, including screen reader-compatible versions and course availability in several languages, including English, Spanish, French, Mandarin, Russian, German, and Japanese. If none of the available options will fit the individual's needs, USA Basketball may determine whether to grant an exemption.

SECTION VI: REPORTING, RESPONSE, & RESOLUTION

Reporting a Concern

To USA Basketball

To report a concern involving alleged sexual misconduct¹, physical misconduct, emotional misconduct, violations of the MAAPP, or child abuse, to USA Basketball, an individual may submit a form online: <https://www.usab.com/youth/safesport/report-an-incident.aspx>. Individuals may submit a report anonymously by typing in “ANONYMOUS” where it says, “Party 1 Full Name” or they may call USA Basketball at 719-590-4800 and request to remain anonymous.

An anonymous report does not mean that the underlying information will be protected. However, an anonymous report may limit the USA Basketball’s ability to investigate and respond to a report, and if an adult Participant reports anonymously, it may not be possible for the USA Basketball to verify that mandatory reporting obligations have been satisfied. For these reasons, USA Basketball strongly encourages Adult Participants to provide their name and contact information when reporting.

To the U.S. Center for SafeSport

The U.S. Center for SafeSport (the “Center”) accepts all reports of sexual abuse and child abuse within the U.S. Olympic and Paralympic Movement. The Center also accepts reports of emotional and physical misconduct (including but not limited to bullying, hazing, stalking, and harassment) within the U.S. Olympic and Paralympic Movement. Reports of emotional and physical misconduct can also be reported directly to USA Basketball, above. Individuals may also submit a report to the U.S. Center for SafeSport here:

- Online: <https://uscenterforsafesport.org/report-a-concern/>
- Phone: 833-5US-SAFE (587-7233)

The Center is available 24 hours a day, with an operator and Monday through Friday from 9 a.m.-5 p.m. (MT).

If an individual suspects child abuse or neglect, they should report it to their local authorities before notifying USA Basketball and/or the U.S. Center for SafeSport. If an individual is a mandatory reporter, they are required by law to do so. Additional information on when a person must make a report to law enforcement can be found at www.childwelfare.gov.

To the USOPC

Individuals may also contact the United States Olympic & Paralympic Committee’s (“USOPC”) Office of Athlete Safety to report any allegations of abuse. The USOPC will report all allegations of sexual misconduct, and child abuse, to the U.S. Center for SafeSport. The USOPC will also refer allegations of emotional or physical abuse, or violations of the Minor Athlete Abuse Prevention Policies (MAAPP) that don't fall under the USOPC's jurisdiction to the U.S. Center for SafeSport and/or USA Basketball. Individuals may report an incident to the USOPC's office of Athlete Safety by calling (719) 866-3869.

To Law Enforcement

All cases of suspected emotional, physical, or sexual abuse of a minor (under the age of 18) must be reported to law enforcement immediately. Filing a report with the USOPC's Office of Athlete Safety, the U.S. Center for SafeSport or USA Basketball does not satisfy this obligation.

¹ Reports of sexual misconduct and child abuse must also be reported to the U.S. Center for SafeSport. USA Basketball will forward any reports of sexual misconduct or child abuse to the U.S. Center for SafeSport.

Anonymity; No Cost

Please note, any report made to USA Basketball or the U.S. Center for SafeSport may be submitted anonymously and at no cost to the reporter.

Referral of Report to the Center

Any report received by USA Basketball of an allegation that falls within the Center's exclusive jurisdiction must be referred directly to the Center immediately and no later than within 24 hours. This action is performed by USA Basketball's Safe Sport Manager or the Administration Director upon receipt of an online incident report form, voicemail message or incoming call which in turn is submitted online via the Center's reporting portal.

Jurisdiction Notification

USA Basketball will promptly inform an identified reporting party of its jurisdictional determination regarding their report, communicating that the matter either is being referred to the Center or is being addressed solely by USA Basketball.

MANDATORY REPORTING REQUIREMENTS RELATED TO CHILD ABUSE, INCLUDING CHILD SEXUAL ABUSE

The reporter's vital job is simply to report the allegation to the appropriate entity(ies). DO NOT evaluate the credibility of the allegation or investigate it; report immediately.

Child Abuse

An Adult Participant (as defined in Section I) who learns of information or reasonably suspects that a child has suffered an incident of child abuse, including sexual abuse, must immediately:

- a) Make a report to law enforcement AND
- b) Make a report to the U.S. Center for SafeSport
AND
- c) Comply with any other applicable reporting requirements under state law.

U.S. Center for SafeSport

Reporting to the Center alone is not sufficient. Individuals must report to both the Center and to law enforcement, and comply with any other applicable state or federal laws. Child abuse includes incidents that involved a victim who is a minor at the time of the alleged incident, even if the victim is now an adult.

- If a *Participant* becomes aware of an allegation of *Sexual Misconduct* or *Child Abuse*, or *Retaliation* the *Participant* MUST report this to the *Center* IMMEDIATELY.

–AND–

Law Enforcement

Report Child Abuse to Law Enforcement. Important: If an adult Participant learns of information and reasonably suspects that a Minor has suffered an incident of Child Abuse (to include neglect, physical, emotional, and sexual abuse), they MUST report this to law enforcement (or in some states child protective services) AND the *Center* IMMEDIATELY. Please visit

<https://www.childwelfare.gov/topics/responding/reporting/how/> for more information on reporting to law enforcement/child protective services.

Sexual Misconduct

An Adult Participant (as defined in Section I) who learns of information or reasonably suspects that a Participant has committed sexual misconduct (other than child abuse, above) or has retaliated against a participant (as described below), must immediately:

- Make a report to the U.S. Center for SafeSport

A Participant may make a report to USA Basketball, but a report to USA Basketball alone is not sufficient.

Other Misconduct, Including Emotion or Physical Misconduct, MAAPP Violations

An Adult Participant (as defined in Section I) who learns of information or reasonably suspects that a Participant has committed physical or emotional misconduct, a MAAPP violation, or another violation of this Handbook, must:

- Make a report to USA Basketball

A Participant may make a report to USA Basketball, but a report to USA Basketball alone is not sufficient.

Prohibition of Retaliation

USA Basketball expressly prohibits the retaliation against a reporting party or protected individual before, during, and after the process (whether led by USA Basketball or by the Center) of resolving an abuse or misconduct allegation.

“Retaliation”, as used in the preceding sentence, includes but is not limited to, any adverse or discriminatory action, or the threat of an adverse or discriminatory action, including removal from a training facility, reduced coaching or training, reduced meals or housing, and removal from competition, carried out against a “protected individual” as a result of any communication, including the filing of a formal complaint, by the protected individual or a parent or legal guardian of the protected individual relating to the allegation of physical abuse, sexual harassment, or emotional abuse, with--

- (A) the Center;
- (B) a coach, trainer, manager, administrator, or official associated with the corporation;
- (C) the Attorney General;
- (D) a Federal or State law enforcement authority;
- (E) the Equal Employment Opportunity Commission; or
- (F) Congress.

A “protected individual” means any amateur athlete, coach, trainer, manager, administrator, or official associated with the USOPC or USA Basketball.

No Interference

USA Basketball shall not interfere in, attempt to interfere in, or attempt to influence the outcome of, any Center investigation.

Responsiveness to Requests from the Center

For any requests from the Center regarding the eligibility status of a participant, USA Basketball’s Safe Sport Manager (or Administration Director) checks all internal databases and spreadsheets for any participation history. In addition, Safe Sport Manager (or Administration Director) contacts a USA Basketball staffer with each of the men’s, women’s, youth, and media’s department to cross reference the name with their respective records and databases. With their responses, the Safe Sport Manager responds to the Center within 72 hours with the applicable information. The Safe Sport Manager will review the same internal databases and spreadsheets and confirm with the appropriate department staffer (if applicable) for a Center request of any existence of an organization-imposed temporary measure or safety plan, also within 72 hours of the request.

Response and Resolution of Reported Allegations

Upon a report or other notice of credible information or allegations that a person who may be subject to the jurisdiction of USA Basketball:

1. may have engaged in actual or suspected child physical or sexual abuse, USA Basketball will report the same to the Center and law enforcement;
2. may have committed sexual misconduct, USA Basketball will report the same to the Center;
3. may have
 - a. committed physical misconduct, emotional misconduct, harassment, hazing or bullying;
 - b. violated any other of the provisions of this Handbook or the *Code*;
 - c. committed any of the violations in (1), (2), or (3), above, and jurisdiction has been declined by the Center;

- d. USA Basketball shall conduct an investigation and/or initiate disciplinary proceedings, where applicable.

Upon notice or allegations which involve misconduct within the exclusive jurisdiction of the U.S. Center for SafeSport, specifically: (a) sexual misconduct; (b) misconduct that is reasonably related to the underlying allegations of sexual misconduct; or (c) retaliation related to an allegation of sexual misconduct, USA Basketball shall refer the matter to the U.S. Center for SafeSport. USA Basketball will also report matters involving child abuse or neglect to the U.S. Center for SafeSport and law enforcement.

Any investigation shall be overseen by USA Basketball's Participant and Athlete Safety Response Team (PART), comprised of the Director of Governance and Administration and the Safe Sport Manager. In the event that either individual has a conflict of interest in connection with a matter, then they shall not take part in overseeing or making a determination on that matter. If both individuals have a conflict, then their designee(s) shall serve as PART for that matter..

Notwithstanding the foregoing, if USA Basketball receives a report of child abuse or neglect, USA Basketball will make a report to the proper law enforcement authorities. USA Basketball will generally comply with reasonable written requests from law enforcement to suspend or refrain from investigating Handbook violations, pending law enforcement investigation(s) or action, to the extent such requests would not impede USA Basketball from protecting the health and safety of its participants. Further, USA Basketball shall not conduct any investigation or hearing procedure (with the exception of interim measures in certain circumstances) in response to allegations of child abuse or sexual misconduct, pursuant to the Center's exclusive jurisdiction, unless and as directed by the Center.

USA Basketball recognizes that there are varying levels of misconduct. In all cases, USA Basketball's disciplinary procedures and actions shall be proportionate and reasonable; provided, however, that USA Basketball shall mirror and enforce any sanction or decision levied by the Center, whether permanent or temporary.

Similarly, depending on the nature of the incident reported, an investigation may or may not be conducted, and the extent of that investigation may likewise vary. Some cases may require extensive interviews, while others may require no investigation and a simple warning.

Notwithstanding the foregoing, USA Basketball may address any allegations of misconduct and impose discipline against its staff members in accordance with its employment policies and procedures and other documents governing the employment.

Importance of Confidentiality

The substance of any investigation and/or disciplinary proceedings will be kept confidential until a final decision has been rendered, to the extent possible. An investigator shall not discuss the investigation with anyone except for the purposes of conducting the investigation, and except as requested by law enforcement or child protection authorities or the Center. Hearings should be closed and confidential, to the extent possible, other than for notification of the outcome.

Participants in the hearing, including the Hearing Panel, alleged offender, USA Basketball representative, victim, and any witnesses, may be asked to keep the proceedings confidential, except as requested by law enforcement or child protection authorities or the Center. The hearing panel shall only discuss the proceedings, including testimony and other evidence presented, amongst themselves and shall deliberate among themselves to reach a decision.

Emergency Hearings

Upon receipt of a credible and reasonably substantiated allegation of misconduct and when such allegation suggests that the accused individual's continued participation with USA Basketball poses a risk of ongoing

harm to athlete(s) or other participants, PART may submit a grievance and request for emergency hearing to USA Basketball's Safe Sport Hearing Panel, after determining appropriate temporary measures in accordance with USA Basketball's policies and procedures concerning the same.

USA Basketball's Hearing Panel shall include at least 33.3% athlete representation, as required by the USOPC, to determine whether to uphold the temporary measures determined by PART, pending the outcome of a full hearing.

If an emergency hearing is ordered, the Hearing Panel shall conduct the hearing and publish its results within twenty-one (21) days or less. Until such time as the Hearing Panel makes a decision, the proceedings shall be confidential and not subject to disclosure to anyone other than the parties to the hearing and the witnesses.

For the purposes of this Policy, a suspension from involvement in USA Basketball shall mean that, for the duration of the period of suspension, the accused individual may not participate in any capacity or in any role in the activities or affairs of USA Basketball.

Full Hearing

It is recognized that not all discipline necessarily requires a hearing. There may be discipline imposed for minor violations where a reprimand, training or other sanction may be imposed, and a hearing would not be necessary. However, in cases where USA Basketball seeks to suspend or otherwise limit an individual's opportunity to participate in the activities or affairs of USA Basketball, USA Basketball shall provide notice to such individual of the allegations made and offer such individual a hearing on the allegations. If the individual chooses a hearing, a panel of three from the Hearing Panel will conduct a hearing to determine whether it is more likely than not (i.e., by a preponderance of the evidence standard) that the accused individual committed the alleged violation(s), and if so, the appropriate sanction(s). The Panel shall include at least 33.3% athlete representation, as required by the USOPC.

The accused individual shall have the right to: (1) receive written notice of the allegations, including a statement of the allegations; (2) present relevant information to the Hearing Panel; and (3) be represented by legal counsel (at the accused's own expense).

In connection with any hearing, the accused individual must be given a reasonable opportunity to respond to the allegations brought forward. This may or may not include cross examination of the victim. A hearing date shall be scheduled no more than 90 days and no fewer than 30 days after notice (described below) has been issued, unless modified, as appropriate, by the Hearing Panel, or at the request of either party and as approved in the discretion of the Hearing Panel.

Notice of the allegations and hearing shall be provided either via certified mail or email with return receipt requested, to the individual's address or email address on file with USA Basketball. The individual shall have 10 days to respond, either accepting the proposed sanction, or requesting a hearing.

The hearing shall be closed and confidential, to the extent possible, other than for notification of the outcome.

Findings and Sanctions

The Hearing Panel has the discretion to impose sanctions on the accused individual if it finds that the accused individual has violated this Handbook, including by committing sexual misconduct, physical misconduct, emotional misconduct and harassment, bullying, and/or hazing, based on a preponderance of the evidence.

The Hearing Panel will communicate its findings in writing to the parties. Any sanctions imposed by the Hearing Panel must be proportionate and reasonable, relative to the findings and conclusions of the panel as to what has occurred. The decision regarding the appropriate disciplinary action shall be up to the Hearing Panel deciding each complaint. Appropriate discipline may range from a warning and a

reprimand to suspension from involvement in USA Basketball for a period of time or permanently.

Appeal

Either party shall have a right to appeal the Hearing Panel's decision. A notice of appeal, which shall include the basis of the party's appeal, and a \$300 filing fee must be delivered to the Board of Directors within 15 days of the issuance of the written decision from the Hearing Panel.

For appeals of decisions of USA Basketball's Hearing Panel, the Board of Directors shall appoint a panel of three from its members for the Appeal Panel, which Panel shall include at least 33.3% athlete representation, as required by the USOPC.

The Appeal Panel shall consider only the record and documents from the hearing and the appeal briefs of the parties. The appellee shall have the opportunity to file a response, and the appellant a reply. In total, three briefs (the appeal, the response, and the reply) shall be submitted to the Appeal panel.

USA Basketball will mirror and enforce any sanction imposed by the U.S. Center for SafeSport, whether permanent or temporary. Sanctions imposed by the Center shall be appealed against the Center, pursuant to the Center's policies and procedures, and not through the appeal procedures detailed in this section.

Tracking

USA Basketball will record and track (via word/excel spreadsheet or similar method) all reported allegations to include how and when the allegations were responded to and their respective outcomes. It is the responsibility of USA Basketball's Safe Sport Manager and/or the Administration Director to ensure these response and resolution policies are being followed.

Submitting Data of Matters Addressed by the Organization

USA Basketball will annually submit to the Center data regarding:

- a. Reports of emotional or physical misconduct made to USA Basketball
 - i. Total reported incidents of alleged emotional misconduct
 - ii. Total reported incidents of alleged physical misconduct
 - iii. Total number of investigations of alleged emotional misconduct
 - iv. Total number of investigations of alleged physical misconduct
 - v. Total number of violations for emotional misconduct adjudicated by USA Basketball
 - vi. Total number of violations for physical misconduct adjudicated by USA Basketball
- b. Reports to USA Basketball that a Participant violated the Minor Athlete Abuse Prevention Policies (MAAPP)
 - i. Total reported incidents of alleged violations of the MAAPP, by policy type
 - ii. Total number of investigations of alleged violations of the MAAPP
 - iii. Total number of violations of the MAAPP
- c. Reports to USA Basketball that a Participant engaged in retaliation
 - i. Total reported incidents of alleged retaliation
 - ii. Total number of investigations of alleged retaliation
 - iii. Total number of violations of retaliation policy

Note: USA Basketball does not have any local affiliated organizations (LAOs) as that term is used in the Code, MAAPP, and other Center policies.

This information will be recorded and tracked in real time by USA Basketball's Safe Sport Manager (or Administration Director) with the use of word/excel documents and email correspondence. Any and all supporting documentation will be saved and filed accordingly for future reference.