



## **USRowing SafeSport Compliance Policy**

USRowing has established procedures to assure all members of the rowing community are protected from instances of misconduct. The following sections include a description of those individuals or entities subject to SafeSport background checks and SafeSport training, as well as the SafeSport procedures USRowing has adopted for reporting instances of misconduct, investigation, mediation, and hearings.

### **USRowing Compliance Procedures**

USRowing has adopted the following policy based on the guidelines of the U.S. Center for SafeSport.

#### **Covered Individuals**

To assure the safety of all members of the rowing community, USRowing requires all full- and part-time employees, administrators, board members, coaches, volunteers that have direct access to athletes over the course of several days, and referees to be properly screened and aware of SafeSport issues. These individuals have a duty to report instances of misconduct to the USRowing SafeSport program.

#### **Screening/Background Checks**

As a condition of employment or participation at USRowing events, all employees, administrators, board members, coaches (full- and part-time), volunteers, referees and hired contractors with direct access to athletes (e.g. medical personnel, nutritionists, physical therapists) are required to pass a third-party background check prior to employment or participation and every two years thereafter.

#### **SafeSport Training**

As a condition of employment or participation at USRowing events, all employees, administrators, board members, coaches (full- and part-time), volunteers, referees and hired contractors with direct access to athletes (e.g. medical personnel, nutritionists, physical therapists) are required to complete the U.S. Center for SafeSport online training program prior to employment or participation and every two years thereafter.

#### **Organizational Member Compliance Procedures**

As the NGB for the sport of rowing, USRowing expects each of its organizational members to meet the same level of care and compliance as USRowing in providing a safe environment for all athletes and participants. To assure this compliance, USRowing has established the following minimum standards for organizational members.

As a condition of membership, USRowing requires all organizational members to have internal SafeSport policy and procedures. At a minimum, the organizational member's SafeSport policy should include background screening for all individuals with direct access to, or interactions with, athletes, as well as a requirement for these individuals to take the U.S. Center for SafeSport online training found at [Safesport.org](https://safesport.org).

In addition, the organizational member's SafeSport program must include procedures for reporting, investigating, and adjudicating issues of misconduct including: emotional misconduct, physical misconduct, bullying, harassment and hazing. The organizational member's policy and procedures should direct all issues involving sexual misconduct to the U.S. Center for SafeSport and report to state and/or local enforcement agencies as appropriate.

Recognizing that education is an important step in the prevention of misconduct, USRowing strongly encourages its member organizations to have all athletes and parents participating in their programs take the online SafeSport training program provided by the U.S. Center for SafeSport. The online program is free and may be accessed as follows:

1. Go to [SafeSport.org](https://safesport.org) and click on the "Sign In" button (upper right corner).
2. Register following the prompts and create your account. *(As this is a new program, you must create a new account. You will not be able to login with your SafeSport credentials from the previous website.)*
3. Select U.S. Rowing as your "Membership" from the drop-down menu.
4. The following account code should be used for USRowing:

**J5YZ-UJKV-YMFX-4ENI**

USRowing reserves the right to monitor and audit compliance with any organizational member's SafeSport requirement. Failure to comply may result in sanctions up to, and including, removal of membership.

Organizational members may submit non-sexual misconduct complaints to USRowing's SafeSport Program for consideration, only after the complaint has been processed through the organizational member's internal SafeSport policy and all remedies have been exhausted.