



USRowing SafeSport Compliance Policy Revised - April 26, 2019

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, adult athletes (18 years and older) and volunteers that have regular contact with minor athletes, 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), adult athletes and volunteers (18 years and older) that have regular contact with minor athletes,, referees and hired contractors who have regular contact with 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), , 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 compete a refresher training course every year 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 written internal SafeSport policies and procedures. At a minimum, these should include background screening, conducted every two years, and on-line SafeSport training, conducted annually, for all employees, administrators, board members, coaches (full- and part-time), adult athletes and volunteers (18 years and older) that have regular contact with minor athletes,, and hired contractors who have regular contact with athletes. This training may be found at [SafeSport.org](https://www.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 take the online SafeSport training program provided by the U.S. Center for SafeSport. The online program is free and may be accessed by contacting USRowing or the Center for SafeSport.

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.