



USA Gymnastics prioritizes athlete welfare

The following list represents some of the notable steps that USA Gymnastics has taken in order to strengthen Athlete Safety.

1990 Permanently Ineligible for Membership List Established

Termination of membership results in placement on the publicly available Permanently Ineligible for Membership List. This lifetime ban means the individual does not have any of the rights or privileges associated with membership in USA Gymnastics, including participation in sanctioned events. www.usagym.org/ineligible

1994 Board of Directors adopts Code of Ethics

General principles guide conduct in situations with ethical implications.

1996 Member Club Program Launched

Baseline membership for clubs offers business, educational and marketing benefits.

1998 Safety/Risk Management Course Mandated

Required for professional members (coaches, officials), course must be retaken every four years.

Athlete Wellness Program Introduced

Educational program is designed to promote the welfare of the sport's participants; also launched the National Sports Science and Healthcare Referral Network.

2005 Safe Sport training offered at Regional and National Congresses

Sexual misconduct awareness sessions are offered annually at National and Regional Congresses.

2007 Criminal Background Screening Required

Mandated for professional members every two years, NCSI, the agency used by USA Gymnastics and the U.S. Olympic Committee, screens for criminal background, sex offender registry and identity verification.

NCSI Background Screening offered to Clubs

Program assists clubs in conducting cost-effective background screening for employees and staff who are not USA Gymnastics members.

Bylaws Amended

Expedited process to terminate membership for individuals convicted of certain categories of crimes (sexual, against minors) is passed.

2009 Participant Welfare Policy Created

The Policy outlines the scope of USA Gymnastics' commitment to promoting a safe environment, as well as the requirements and expectations of its members, including definitions of physical and sexual abuse; reporting procedures for suspected abuse; misconduct/grievance procedures; member obligations and recommendations; standards of behavior; and education and communication about the policy.

2009 Code of Ethics Updated

Additions address sexual misconduct and consequences of associating with individuals on the Permanently Ineligible List.

2011 Bylaws Amended

Amendments include streamlining member misconduct and disciplinary proceedings; expanding definition of misconduct; delineating types of complaints; clarifying who can file a grievance; and providing additional information on the Permanently Ineligible List for membership.

Member Club Requirements Established

Member Clubs must have a policy consistent with USA Gymnastics' Participant Welfare Policy; certify that no persons permanently ineligible for USA Gymnastics membership are or will be associated with the organization or its activities in any way; and employ at least one staff member who holds a current USA Gymnastics professional membership.

Event Sanctioning Policy Expanded

USA Gymnastics expands its sanction policy so that only a Member Club of USA Gymnastics can host a sanctioned event.

2012 Athlete Registration Streamlined

Only Member Clubs may apply for USA Gymnastics membership for an athlete and/or register a team of athletes into sanctioned events.

Safe Sport Partners Identified

Educational partners provide content for educational initiatives that range from building awareness to empowering action. They include the U.S. Olympic Committee, Child Lures Prevention, Darkness to Light and Stop It Now!

Clubs Care/We Care Campaigns Launched

Educational initiatives target clubs and parents to raise awareness about child sexual abuse.

2013 Safety/Risk Management Course Updated

Course and handbook includes an expanded chapter on sexual misconduct prevention.

Child Sexual Misconduct Education Offered

Made available within USA Gymnastics University, "Stewards of Children" is a child sexual abuse prevention training created by Darkness to Light.

Partnership with Positive Coaching Alliance and Growing Champions for Life

A partnership to redistribute their coursework and resources through Member Services and USA Gymnastics University.

2014 **Athlete Participation Policies Strengthened**
Athlete members must be affiliated with a USA Gymnastics Member Club to participate in USA Gymnastics sanctioned events.

2015 **Clubs Care Quick Reference Guide**
A resource to help clubs take action, as well as establish and maintain a safe environment, including sample policies and policy templates.

Safe Sport Visibility
Increases safe sport content and presence at USA Gymnastics educational events (National and Regional Congresses).

Promote National Child Abuse Prevention Month
Continue to highlight April as National Child Abuse Prevention month with educational content and direct mail pieces to USA Gymnastics Membership.

2016 **Independent Review**
Former Federal Prosecutor Deborah Daniels was hired by the Board of Directors to spearhead an independent review of USA Gymnastics' bylaws, policies, procedures and practices related to handling sexual misconduct matters.

Expanded Resources
Additional safe sport provides content, resources and education for all forms of abuse including: bullying, harassment, and hazing, physical, emotional and sexual abuse.

Recognizing and Responding Course Added
Darkness to Light's Recognizing and Responding Course is provided free of charge for all Member Clubs.

2017 **Bylaws and Amendments**
Address the jurisdiction of the U.S. Center for SafeSport, including the requirement for USA Gymnastics and its members to report any possible sexual misconduct violations to the Center.

USOC SafeSport Course
Mandate that all professional and instructor members must complete the US Olympic Committee SafeSport course.

2017 **Policy Review Panel**
Establish a Policy Review Panel to guide the implementation of the Deborah Daniels recommendations and to review the organization's policies and procedures.

Addition of a Safe Sport Department
New department led by the Director of Safe Sport and Legal Counsel.

Independent Evaluation Findings
Board of Directors accepts recommendations contained in the Deborah Daniels' independent "Report to USA Gymnastics on Proposed Policy and Procedural Changes for the Protection of Young Athletes."

Adopts USA Gymnastics Safe Sport Policy
The new Safe Sport Policy includes: reporting requirements for members; definitions for all six forms of abuse and Proactive Policies that establish professional boundaries between adults and gymnasts.

Bylaws Strengthened
Comprehensive bylaw amendments address many of the Daniel's report recommendations to strengthen the process of handling complaints.

USA Gymnastics Safe Sport Committee
Establishes a Safe Sport Committee to monitor, assist with the development and implementation of policy, and report to the Board on safe sport matters.

Requires Membership for Club Owners
Member Club owners are required to have USA Gymnastics professional memberships.

2018 **Reporting Procedures Expanded**
Reporting procedures now include: online form submission, a dedicated e-mail address, and a 24/7 toll free reporting number.

Athlete Assistance Fund
The National Gymnastics Foundation establishes an Athlete Assistance Fund to provide access to counseling services for USA Gymnastics' gymnasts who suffered sexual abuse in the sport of gymnastics. The Fund is administered by an independent third party, PHP Management Systems.

