

SECTION VI: REPORTING CONCERNS OF MISCONDUCT AND ABUSE

USA Basketball's policy concerning reporting concerns of misconduct and abuse, encourages reports of suspected misconduct and abuse, does not in any way deter victims or witnesses from reporting abuse and misconduct, and is a key element to helping prevent abuse and misconduct from occurring.

By providing this guidance on when and how to report suspected misconduct, USA Basketball seeks to remove barriers to disclosing misconduct, including child physical and sexual abuse.

THIS POLICY CONTAINS:

1. The **Reporting Policy**, which describes who must report violations or suspicions of potential or actual abuse or misconduct.
 2. The **Reporting Procedure**, which includes:
 - To Whom to Report
 - How to Report to USA Basketball;
 - Anonymous Reporting;
 - "Whistleblower" Protection; and
 - Bad Faith Allegations.
- **How Reports are Handled.**
 - **Notification to parents and other participants.**

REPORTING POLICY

It is the policy of USA Basketball that Covered Individuals must report the following to the appropriate USA Basketball representative (as set forth below):

1. Suspicions or Allegations of Child Physical or Sexual Abuse
2. Actual or Perceived Violations of this Handbook's Policies, including those concerning Sexual Misconduct, Physical Misconduct, Emotional Misconduct and Harassment, Bullying, and Hazing
3. Other Actual or Perceived Violations of this Handbook or the Code of Conduct
4. Actual or Perceived Violations of the *Code* or other rules, policies, or procedures of the U.S. Center for SafeSport

If USA Basketball receives a report of Physical or Sexual Misconduct involving a minor, USA Basketball shall make a report to the proper law enforcement authorities. However, this may not absolve the original reporter of his or her duty to report Physical or Sexual Misconduct involving a minor to law enforcement authorities. Many states have reporting requirements, and individuals should determine whether they have a personal obligation to report to law enforcement authorities.

U.S. Center for SafeSport

The U.S. Center for SafeSport has the exclusive authority to investigate and resolve conduct involving: (a) sexual misconduct; and (b) prohibited conduct under the *Code* that is reasonably related to the underlying allegation of sexual misconduct. Exclusive authority means: (a) only the U.S. Center for SafeSport will investigate and manage any related arbitration involving sexual misconduct; and (b) neither USA Basketball nor the USOC will conduct its own investigation or arbitration with respect to possible sexual misconduct, except as otherwise provided in the *Code*.

Covered Individuals are required to report to the U.S. Center for SafeSport any conduct of which they become aware that could constitute: (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.

More information regarding the requirements of the U.S. Center for SafeSport can be found at: <https://safesport.org>.

Concerns Regarding Reporting

In some cases, an individual may be hesitant about reporting suspected abuse because they are unsure about the credibility of the person making the allegation, are unsure about the credibility or validity of the facts on which the allegations are based or are concerned about the potential consequences of a false report.

It is critical that reporting parties do not attempt to evaluate the credibility or validity of child physical or sexual abuse allegations as a condition for or prior to reporting their concerns.

Additional considerations regarding reporting sexual abuse or misconduct may include:

Grooming

Because sexual abusers “groom” children for abuse – the process used by offenders to select a child, to win the child’s trust (and the trust of the child’s parent or guardian), to manipulate the child into sexual activity and to keep the child from disclosing abuse – it is possible that an individual participating in the activities or affairs of USA Basketball may witness behavior intended to groom a child for sexual abuse. All questions or concerns related to inappropriate, suspicious or suspected grooming behavior should be directed to USA Basketball and/or the U.S. Center for SafeSport.

Peer-to-Peer Sexual Abuse

Approximately 1/3 of all child sexual abuse occurs at the hands of other children and the obligation to report extends to peer-to-peer child sexual abuse. Whether or not a sexual interaction between children constitutes child sexual abuse turns on the existence of an aggressor, the age difference between the children, and/or whether there is an imbalance of power or intellectual capabilities. If you have any concerns that an

interaction between children may constitute sexual abuse, report it to the appropriate law enforcement authorities and USA Basketball immediately.

REPORTING PROCEDURE

To Whom to Report

All reports of violations of any of the USA Basketball's policies contained in this Handbook or any violations of the *Code* shall be made to USA Basketball, and/or to the U.S. Center for SafeSport, if applicable.

Local Authorities

Please contact your local authorities if you have a reasonable suspicion that child abuse or neglect has occurred. All reports of child abuse or sexual assault of a minor must also be reported to local authorities. Reports of abuse not involving a minor may also be reported to local authorities. More information regarding submitting reports to local authorities may be found here: [Reporting to Local Authorities](#)

Reports to USA Basketball

Reports to USA Basketball may be made by emailing SafeSport@usabasketball.com, calling 719-590-4800, or via USA Basketball's Online Reporting form found here: [USA Basketball's Misconduct Reporting Form](#)

USA Basketball will take a report in the way that is most comfortable for the person initiating a report, including an anonymous, in-person, verbal or written report. If reporting by email, **it is strongly encouraged that the following information be included:**

- 1) the name(s) and contact information of the complainant(s);
- 2) the type of misconduct alleged;
- 3) the name(s) of the individual(s) alleged to have committed the misconduct;
- 4) the name(s) of the alleged victim(s);
- 5) the approximate dates the misconduct was committed;
- 6) the names of other individuals who might have information regarding the alleged misconduct;
- 7) a summary statement of the reasons to believe that misconduct has occurred

Reports to the U.S. Center for SafeSport

Reports may also, and in some cases must, be made directly to the U.S. Center for SafeSport here: [U.S. Center for SafeSport Reporting Form](#)

Anonymous Reporting

USA Basketball recognizes it can be difficult for an athlete, teammate, friend or family member to report an allegation of misconduct and strives to remove as many barriers to reporting as possible.

Reports to either USA Basketball or the U.S. Center for SafeSport may be made anonymously. No direct fees or other costs are associated with making a report of suspected or alleged misconduct.

“Whistleblower” Protection

Regardless of outcome, it is the policy of USA Basketball to support the complainant(s) and his or her right to express concerns in good faith. USA Basketball will not encourage, allow or tolerate attempts from any individual, group or organization to retaliate, punish, allow or in any way harm any individual(s) who reports a concern in good faith.

Such actions against a complainant will be considered a violation of this Handbook and shall be grounds for disciplinary action. However, this “Whistleblower” protection is not intended to shield complainants from discipline for engaging in other misconduct, including retaliation.

Bad-Faith Allegations

Submitting a knowingly false allegation is prohibited and may violate state and criminal civil defamation laws. Such reports will be considered a violation of this Handbook and grounds for disciplinary action.

HOW REPORTS ARE HANDLED

Suspicious or Allegations of Child Physical or Sexual Abuse

USA Basketball shall not attempt to evaluate the credibility or validity of allegations of child physical or sexual abuse as a condition for or prior to reporting to appropriate law enforcement authorities.

As necessary, however, a USA Basketball Staff Member or other Covered Individual receiving a report may ask a few clarifying questions of the person making the report to adequately report the suspicion or allegation to law enforcement authorities, the U.S. Center for SafeSport or USA Basketball's Director of SafeSport.

USA Basketball will also forward reports of child physical or sexual abuse to the U.S. Center for SafeSport.

Other Misconduct and Policy Violations

When a violation of this Handbook or other allegation of misconduct is reported, USA Basketball may initiate an investigation into the alleged misconduct and potential policy violation(s) and may seek disciplinary action in accordance with its policies and procedures.

Alternatively, USA Basketball may seek discretionary jurisdiction from the U.S. Center for SafeSport for investigation and/or adjudication under the Center's policies and procedures.

NOTIFICATION

Upon receipt of a credible allegation involving SafeSport-related misconduct, USA Basketball may notify its staff members, Board members, certain Covered Individuals, Designees, the U.S. Center for SafeSport, and/or parents of any allegation that law enforcement authorities and/or USA Basketball are actively investigating, as appropriate.