SAFETY & RESPONSE COMMITTEE CHARTER

The USA Gymnastics Safety & Response Committee (formerly the Safe Sport Committee) (the "Committee"), a standing committee reporting to the Board of Directors of USA Gymnastics (the "Board" or "Board of Directors"), is established by the USA Gymnastics' Bylaws (the "Bylaws"). The purpose of the Committee is to advise the Board on policies and procedures related to Safety & Response and athlete safety. The Committee serves only in an advisory capacity and shall not be involved in any manner with the investigation or resolution of any specific incident report.

1.0 COMPOSITION. The Committee shall consist of no more than six (6) voting members for the purpose of providing a broad range of community perspectives. The Committee will include:

1.1 One (1) individual who satisfies the criteria for an unaffiliated director and who is selected by the Board;

1.2 Two (2) athletes selected according to Section 6.2 of these Bylaws;

1.3 One (1) individual selected by the Board with relevant subject matter expertise;

1.4 One (1) individual who is a Survivor. The initial Survivor on the Committee shall be directly elected by the Additional Tort Claimants Committee of Sexual Abuse Survivors. Thereafter, the Board will appoint the Survivor to the Committee; and

1.5 One (1) individual selected by the Board who is a professional member of USAG (*e.g.*, club owner, competitive coach).

The USA Gymnastics Compliance Officer (or equivalent position) may be a non-voting member of the Committee. The Chair of the Committee shall be the unaffiliated director selected by the Board. A USA Gymnastics Safety & Response Department employee shall coordinate with and assist the Committee.

2.0 TERMS OF SERVICE. All Committee members will serve a four-year term. Committee members' terms will be staggered so that no more than two Committee members' terms end in any calendar year. No Committee member will serve more than two consecutive terms. A Committee member's term begins on January 1 and ends on December 31 of the fourth year, irrespective of when during the year the member was appointed. The Committee will notify the Nominating and Governance Committee and the Board at least three months before a Committee member's term ends, to facilitate the prompt re-appointment or replacement of the Committee member.

3.0 DUTIES. The duties of the Committee include the following:

3.1 Review and consult on the development and implementation of the athlete and participant safety policy and other policies, procedures, or education related to Safety & Response.

3.2 Provide advice, reports, and recommendations to USA Gymnastics and the Board regarding policies, procedures, and requirements of the U.S. Center for SafeSport and USOPC safeguarding initiatives.

3.3 Keep the USAG Safety & Response Department apprised of important constituent concerns.

3.4 Review quarterly Safety & Response data to inform to provide recommendations to management regarding potential improvements to Safety & Response programs or policies.

3.5 Uphold confidentiality as it relates to data and proprietary information.

3.6 Undertake a commitment to the health and safety of athletes of the gymnastics community.

3.7 Maintain knowledge of USA Gymnastics Safety & Response and the U.S. Center for SafeSport's policies to provide informed advice and recommendations to USA Gymnastics and the Board.

3.8 Perform duties as assigned by the Board, the Board Chair, or the President.

4.0 MEETINGS AND MINUTES

4.1 **Meeting Schedule and Format.** The Committee shall meet quarterly by telephone or videoconference and may hold at least one in-person meeting each calendar year. The Committee may hold more frequent meetings as necessary or desirable.

4.2 **Attendance Requirements.** Committee members are expected to attend or participate by telephone or videoconference in all regularly scheduled Committee meetings. Committee members must attend in person, or participate by telephone or videoconference in, at least one half (1/2) of all regularly scheduled Committee meetings.

4.3 **Minutes.** The Committee shall maintain minutes of all meetings. Upon approval by the Committee or request of the Board, the Committee's minutes will be distributed to the Board. Minutes shall document any conflicts of interest disclosed by Committee members and recusals from votes or discussions.

4.4 **Quorum and Voting.** A majority of the voting Committee members present at a meeting shall constitute a quorum. Once a quorum is established, a majority vote of the present Committee members shall constitute action of the Committee. In the event of a tie vote, the Committee Chair shall cast the deciding vote. All Committee meeting procedures not expressly addressed in this charter shall be governed by the current edition of Robert's Rules of Order.

5.0 ACTION WITHOUT A MEETING. The Committee may act without holding a meeting if written notice is sent to each Committee member stating the proposed action and the deadline for responses. Each Committee member must respond by the stated deadline by either voting in writing for or against the action, abstaining in writing, or demanding in writing that the action not be taken without a meeting. If a majority of Committee members vote in favor of the proposed action by the deadline, the action is approved and has the same effect as action taken during a meeting. All communications may be transmitted and received by email or other electronic means.

6.0 VACANCIES AND REMOVAL. A member's position on the Committee becomes vacant upon the member's resignation, removal, incapacity, disability or death, or upon the expiration of the member's term. Any member may resign at any time by giving written notice to the Chair of the Committee, except the Chair's resignation shall be given to another member of the Committee. The resignation takes effect at the time specified in the written notice. The acceptance of the resignation by the Committee is not necessary to make it effective. Committee members will be removed by the Committee if they fail to attend in person, or participate by telephone or videoconference in, at least one half (1/2) of the regular meetings of the Committee during any twelve (12) month period, unless they are able to demonstrate to the other members of the Committee that the presence of exigent circumstances caused and excused the absences. In such circumstances, the absent member shall be removed by the affirmative vote of a majority of the voting power of the Committee (not including the voting power of the absent member). A member may also be removed for cause at any duly noticed meeting of the Committee, and after being provided an opportunity for the member to be heard by the Committee, upon the affirmative vote of at least two- thirds (2/3) of the total voting power of the Committee (excluding the voting power of the member in question). Any vacancy occurring in the Committee shall be filled in the manner specified in this charter or USA Gymnastics' bylaws for filling the position. A Committee member elected to fill a vacancy shall be elected for the unexpired term of such member's predecessor in office.

7.0 COMPENSATION. No salary or other compensation shall be paid for serving as a member of the Committee, however approved reasonable travel costs for members to conduct Committee business may be paid or reimbursed by USAG in accordance with USA Gymnastics' policies.

8.0 CONFLICTS OF INTEREST AND POLICY COMPLIANCE. All members of the Committee will adhere to the USA Gymnastics' Conflicts of Interest Policy, the Gifts and Entertainment Policy, Safety & Response Policy, Leadership Eligibility Policy, and the Confidential Information Policy. In addition to the removal procedures set forth in this Charter, the Board retains authority to remove any Committee member from their position for violations of these policies.

9.0 DISCLOSURE OF CHARTER. This Charter shall be made available on the USA Gymnastics website.

10.0 EFFECTIVENESS AND AMENDMENT. This Charter must be approved by the USA Gymnastics' Board of Directors. Substantive amendments or modifications of this Charter shall be made by a majority vote of the voting members of the Committee, subject to approval by the Board. Administrative corrections, including typographical errors, staff title updates, and conforming changes that do not alter the substance of Committee governance, may be made by USA Gymnastics staff without formal amendment.