

## **USA Gymnastics Safety & Response Committee Charter**

*December 2023*

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, and monitor USA Gymnastics’ compliance with, policies and procedures related to Safety & Response and athlete safety, including without limitation all rules and policies of the U.S. Center for SafeSport (the “Center”) and USA Gymnastics’ Safety & Response Policy and procedures. The Committee shall not be involved in any manner with the investigation or resolution of any specific incident report.

The Committee consists of no more than six (6) voting members. The Committee will include:

- (a) one (1) individual who satisfies the criteria for an unaffiliated director and who is selected by the Board;
- (b) two (2) athletes selected according to Section 6.2 of these Bylaws;
- (c) one (1) individual selected by the Board;
- (d) one (1) individual who is a Survivor. The initial Survivor on the Committee will be directly elected by the Additional Tort Claimants Committee of Sexual Abuse Survivors. Thereafter, the Board will appoint the Survivor to the Committee; and
- (e) one (1) individual selected by the Board who is a professional member of USAG and could be a member club owner who is actively coaching.

The USA Gymnastics Safety and Compliance Counsel (or equivalent position) may be a non-voting member of the Committee. A USA Gymnastics Safety & Response Department employee shall coordinate with and assist the Committee.

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. 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. Committee members are expected to attend in person, 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.

The Committee shall elect a chair from among its members. The chair shall be elected for a 3-year term. 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. The Committee will report to the Board with recommendations on matters of policy, education, and funding related to Safety & Response that require Board consideration and approval.

## **Conflicts of Interest**

All members of the Committee will adhere to the USA Gymnastics' Conflicts of Interest Policy.

## **Committee Specific Duties**

The Committee will:

- Review and assist with the development and implementation of the athlete and participant safety policy and other policies or procedures related to Safety & Response.
- Monitor compliance by USA Gymnastics with the policies, procedures, and requirements of the Center, as well as other safe sport initiatives of the United States Olympic & Paralympic Committee ("USOPC"), except that the Committee shall not influence the investigation or resolution of any specific incident report.
- Keep the USAG Safety & Response Department apprised of important constituent concerns.
- Review quarterly data as it relates to incident reports and resolutions.
- Regularly use data to inform and continuously improve Safety & Response programs and to determine whether Safety & Response reflects the Corporation's mission of "Athlete First."
- Advise the Board of Directors on Safety & Response-related topics, but not specific reports.
- Act as ambassadors to the community to promote Safety & Response initiatives, policy, and education in the gymnastics community.
- Uphold confidentiality as it relates to reports, cases, data, and proprietary information.
- Undertake a commitment to the health and safety of athletes of the gymnastics community.
- Take responsibility for serving as diligent and knowledgeable Committee members regarding USA Gymnastics Safety & Response and the Center's SafeSport policies.
- Committee will perform duties as assigned by the Board, the Board Chair or the President.

## **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 third year. The Committee will notify the Nominating and Governance Committee and the Board at least three months before a Committee member's term ends, in order to facilitate the prompt re-appointment or replacement of the Committee member.

## **Removal and Vacancies**

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.

## **Disclosure of Charter**

This charter shall be made available on the USA Gymnastics website.

## **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.

## **Effectiveness and Amendment**

This charter must be approved by the Board. Any amendment or other modifications of this charter shall be made a majority vote of the voting members of the Committee, subject to approval by the Board.