



USA Gymnastics Policy

Mandatory Reporting



Revised January 2023

USA Gymnastics is committed to ensuring that every child has the right to participate in a safe place, and it is dedicated to fostering a culture that actively works to prevent the opportunities for child abuse or neglect to occur. In furtherance of these goals, USA Gymnastics requires all employees to immediately report incidents in which they have reason to believe that a child is a victim of child abuse or neglect.

Definitions:

- A. **Child:** An individual who is less than 18 years of age. The term "Child" is not limited to athletes.
- B. **Immediately:** The moment when an individual learns of facts that gives him or her reason to believe that a child is a victim of child abuse or neglect.
- C. **Reason to believe:** Evidence that, if presented to individuals of similar background and training, would cause the individuals to believe that a child was abused or neglected.
- D. **Child abuse or neglect:** Any criminal mistreatment of a child, including but not limited to the following:
 - 1. **Physical injury:** Includes, but is not limited to, lacerations, fractured bones, burns, internal injuries, severe bruising, or serious bodily harm.
 - 2. **Mental injury:** Harm to a child's psychological or intellectual functioning. This may be exhibited by severe anxiety, depression, withdrawal, or outward aggressive behavior, or a combination of those behaviors. The harm is demonstrated by a change in behavior, emotional response, or cognition.
 - 3. **Sexual abuse:** Includes, but is not limited to, the employment, use, persuasion, inducement, enticement, or coercion of a child to engage in, or assist another person to engage in, sexually explicit conduct or the rape, molestation, prostitution, or other form of sexual exploitation of children, or incest with children.

- a. **Sexually explicit conduct:** Actual or simulated conduct of sexual nature, including actions, spoken or written language, and visual materials that specifically refer to, portray, or otherwise involve sexual activity.
 - b. **Exploitation:** Child pornography or child prostitution.
4. **Negligent treatment:** Endangering a dependent child's life or health by failing to provide necessary support such as adequate food, clothing, shelter, or medical care, or education, or by cruelly confining the child, or any other act recognized as criminal mistreatment of the child.

Policy

USA Gymnastics strictly prohibits child abuse and neglect and the failure to report child abuse and neglect.

Any USA Gymnastics employee who has reason to suspect that a child is or has suffered an act of child abuse or neglect (either by the employee himself or herself or by another individual) must immediately report the suspected child abuse or neglect to all of the following, in the order listed below:

- First: The applicable state department of child services or the local law enforcement agency. In emergencies, call 911.
- Second: U.S. Center for SafeSport: www.uscenterforsafesport.org • 720.531.0340
- Third: USA Gymnastics: www.usagym.org/safesport • 800.345.4719

If the employee is unsure about reporting, he or she should seek guidance from the local police department, department of children services, or U.S. Center for SafeSport.

Reports must include all information known to the reporting individual, including the names of witnesses, third parties, and persons affected by the misconduct or abuse, identifying information of any person potentially affected by the misconduct or abuse, and any information the reporting party learns about the matter after the initial report.

USA Gymnastics prohibits any adverse action against any employee for making a good-faith report of possible child abuse or neglect or for participating in an investigation of possible child abuse or neglect.

Employees should not attempt to investigate a situation in which they have reason to believe that a child is a victim of child abuse or neglect, and they should not attempt to evaluate the credibility or validity of such reports.

Employees who engage in child abuse or neglect, or who fail to report incidents for which they have reason to believe a child is a victim of child abuse or neglect, will be subject to discipline, up to and including immediate termination of employment. USA Gymnastics will also refer the employee to the appropriate legal authorities.