



# Speak Up Policy



Revised January 2023

Policy Owners:

Chief Legal Officer ([legal@usagym.org](mailto:legal@usagym.org))

Ethics & Grievance Committee ([EandG@usagym.org](mailto:EandG@usagym.org))

## **USA Gymnastics' Speak Up Policy**

**Effective Date:** November 2021, revised January 2023  
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Ethics & Grievance Committee ([EandG@usagym.org](mailto:EandG@usagym.org))

### **Overview**

USA Gymnastics has developed this policy to encourage directors, officers, employees, contractors, volunteers, and other individuals who are associated with the organization to raise ethical and legal concerns. As individuals associated with USAG, we must comply with the Code of Ethical Conduct and practice honesty and integrity in fulfilling our responsibilities to our athletes, professionals, clubs, and other members.

### **Why is this important?**

Each of us has a responsibility to raise any concerns about ethical and legal issues that might affect its athletes and members. Issues and problems cannot be addressed if we do not know about them. By bringing a concern to our attention, we can investigate and address the potential issue in a timely manner. Remaining silent, however, may erode the trust that everyone – both those associated with USAG and the public – has in the organization.

### **What is required of me?**

Every individual associated with USAG, including but not limited to athletes, coaches, directors, officers, employees, members, committee members, task force members, hearing panel members, contractors, and volunteers, must report a violation or suspected violation of:

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- USAG's Code of Ethical Conduct
- USAG's Safe Sport Policy
- State and Federal law or regulation that applies to USAG, including the Ted Stevens Act and mandatory reporting laws
- Any USAG Bylaws, policy or procedure including compliance with accounting and financial practices
- United States Olympic & Paralympic Committee (USOPC) Bylaws and policies
- Athlete safety violations must be reported but nothing in this policy replaces or changes your individual responsibilities and obligations under the U.S. Center for SafeSport Code or the USAG Safe Sport Policy.
- Moral or ethical standards that affect the organization, its people, or its athletes

If you are ever in doubt about whether you should report something or not, it is always better to report. Please note, however, that this policy does not cover (1) complaints about employment, including

complaints about suspected harassment or discrimination in employment, which should be addressed through the procedures outlined in the Employee Handbook; or (2) reports of violations or suspected violations of USAG's Safe Sport Policy, which should be reported as stated in that policy.

### How do I report?

USAG has an open-door policy and encourages athletes, other members, employees, and other individuals to share their good faith questions, concerns, suggestions, or complaints with the Chair of the Ethics & Grievance Committee ([EandG@usagym.org](mailto:EandG@usagym.org)) and the Chief Legal Officer. Employees may also submit reports anonymously to [legal@usagym.org](mailto:legal@usagym.org). Members of management must report suspected violations to the Chief Legal Officer and the Chair of the Ethics & Grievance Committee, who will coordinate an investigation of the suspected violation. A person acts in "good faith" when he or she has reasonable grounds to believe the information disclosed indicates a violation, legal, or ethical concern. Reports may be made in good faith even if they are ultimately not substantiated. Any person who acts maliciously, makes a report that is knowingly false, or otherwise acts without good faith will be appropriately disciplined, up to and including termination of employment or other relationship with USAG.

### What happens when I report?

The Chief Legal Officer will promptly review the report or refer it to the Ethics & Grievance Committee (which includes athlete representatives as needed) for investigation and resolution. The person or persons who are accused of a violation will be notified of the report, although USAG will make all reasonable efforts to not disclose the identity of the reporting person unless necessary (see below). A resolution of the report will be decided by disinterested parties. Either the Ethics & Grievance Committee or the Chief Legal Officer will inform both the individual who made the report and the accused of the result of the investigation, and will issue appropriate corrective action, if necessary. For more details on the grievance process, please see the USAG Administrative and Ethical Grievance Procedures [here](#).

If there is a finding by the Ethics & Grievance Committee that an employee has retaliated against a Protected Individual, that person shall be immediately terminated or suspended without pay as required by Section 220509(c)(2) of Ted Stevens Act.

As set forth in the USAG Administrative and Ethical Grievance Procedures, a complaint may be dismissed without full investigation including but not limited to the reporting party declining to participate or the insufficiency of evidence to corroborate the allegation(s).

### Confidentiality

Reports will be kept as confidential as practicable, consistent with the need to conduct an adequate and appropriate investigation and subject to the need to comply with legal reporting requirements. The reporting person can help keep his or her identity and the content of the report confidential by not disclosing or discussing the report with anyone else.

### No retaliation

"Retaliation" means taking an adverse action against someone because they engaged in a certain type of activity. **USAG prohibits and will not retaliate against any individual who makes a good faith report under this policy.** Any employee who retaliates is subject to discipline, up to and including

termination of employment. USAG will evaluate and possibly terminate its relationship with a non-employee who retaliates against an individual who makes a good faith report.

No USAG employee, officer, director, contractor, committee member, task force member, hearing panel member, agent, volunteer, or anyone associated with USAG shall take or threaten to take any action against an athlete as a reprisal for disclosing information to or seeking assistance from the Office of Athlete Ombuds as outlined in Section 220509(b)(5) of the Ted Stevens Act.

**Resources Available**

Chief Legal Officer: [legal@usagym.org](mailto:legal@usagym.org)

USAG Ethics & Grievance Committee: [EandG@usagym.org](mailto:EandG@usagym.org)

USOPC Athlete Ombuds: [Ombudsman@usathlete.org](mailto:Ombudsman@usathlete.org) or (719) 866-5000

USOPC Integrity Portal: <https://secure.ethicspoint.com/domain/media/en/gui/53006/index.html>

**Please submit reports to:**

**Chair of the Ethics & Grievance Committee and Chief Legal Officer**

**E-mail: [EandG@USAGym.org](mailto:EandG@USAGym.org)**

**[legal@usagym.org](mailto:legal@usagym.org)**