



SAFETY AND RESPONSE INTAKE PROCESS

Allegations of misconduct or policy violations reported to USA Gymnastics are reviewed as an incident report. USA Gymnastics utilizes a tier system to assess incident reports at intake.

USA Gymnastics will follow state and federal law and report child abuse, including sexual abuse, or criminal activity to law enforcement and the U.S. Center for SafeSport (the Center).

The tier system assists in assessing incident reports to:

- Identify allegations that require immediate attention
- Allocate investigative resources
- Determine appropriate resolution

Incident reports are tiered solely on the allegations submitted to USA Gymnastics or provided by the Center and are assigned prior to inquiry or investigation.

Incident reports alleging violations not governed by the *USA Gymnastics Safety and Response Policy* (the Policy) or the *SafeSport Code for the U.S. Olympic and Paralympic Movement* (the Code) are assigned a **Tier 1** and dismissed. **Tier 1** incident reports alleging violations governed by the USA Gymnastics Administrative and Ethical Grievance Procedures are referred to USA Gymnastics Safety and Compliance Counsel or the Ethics and Grievance Committee.

Incident reports assigned a **Tier 2, Tier 3, or Tier 4**, are assigned for further inquiry, investigation, and resolution.

Incident reports assigned a **Tier 5** will be referred to the Center or the United States Olympic and Paralympic Committee (the USOPC).

The [USA Gymnastics Safety and Response Investigation and Resolution Procedures policy](#) fully explains the process for resolution of a case. A brief overview of each tier is on the following pages.

TIER 2 REPORTS

TIER 2 INCLUDES

Tier 2 Incident reports allege USA Gymnastics Prevention Policy violations that are appropriate for resolution at the Member Club level.

TIER 2 PROCESS

Tier 2 Incident reports may not require a full investigation. Often, they are resolved informally through discussions with the Member Club, involved parties, and USA Gymnastics Director of Club Education and Outreach.

TIER 2 RESOLUTIONS

Tier 2 Incident reports are often, but not always, resolved through policy review and compliance, corrective measures, or recommended education.

EXAMPLES *(may include, but not limited to)*

- One-on-one social media contact with a minor athlete where the content does not suggest inappropriate intent
- Transporting a minor athlete one-on-one in a vehicle
- Failing to allow parental access to practice
- Creating media content on behalf of a minor athlete without parental/guardian permission
- Maintaining private social media connections with minor athletes

TIER 3 REPORTS

TIER 3 INCLUDES

Tier 3 Incident reports allege misconduct violations of the Policy or the Code.

TIER 3 PROCESS

Tier 3 Incident reports are assigned to a USA Gymnastics Investigator.

TIER 3 RESOLUTIONS

Tier 3 Incident reports are often, but not always, resolved through Admonishment, advisory letters or an administrative closure and may include corrective measures or recommended education.

EXAMPLES *(may include, but not limited to)*

- Mocking an athlete's body shape or physical appearance
- Attacking an athlete verbally in a manner that serves no training purpose
- Athlete to athlete bullying
- Using conditioning as punishment
- Disregarding a medical restriction

TIER 4 REPORTS

TIER 4 INCLUDES

Tier 4 Incident reports allege severe misconduct violations. Severity is determined by frequency, intensity, number of reported incidents or reports received, or a reasonable possibility for escalation.

TIER 4 PROCESS

Tier 4 Incident reports are reported to law enforcement as mandated and assigned to a USA Gymnastics Investigator. Restrictive measures or safety plans are imposed as appropriate.

TIER 4 RESOLUTIONS

Tier 4 Incident reports are often, but not always, resolved through Admonishment, Agreed Decision or a Resolution Panel, and may include educational requirements, probation, restrictive or safety measures, suspension or ineligibility.

EXAMPLES *(may include, but not limited to)*

- Egregious or severe acts of prohibited conduct, including repeated use of demeaning or harmful coaching techniques or conditioning as punishment
- Intentionally punching, striking, or slapping an athlete
- Repeated offensive conduct based on age, race, ethnicity, culture, religion, national origin, or mental or physical disability
- Retaliation against an individual making a report of misconduct
- Intimidating witnesses, intentionally misleading an investigator or interfering in an investigation

TIER 5 REPORTS

TIER 5 INCLUDES

Tier 5 Incident reports allege child abuse, including sexual abuse, or misconduct subject to the Center's "Exclusive Jurisdiction." This includes, but is not limited to, "Sexual Misconduct" or "Other Inappropriate Conduct" as defined in the Code and criminal charges or dispositions involving child abuse or sexual misconduct. Tier 5 Reports also include allegations related to a matter under the jurisdiction of the Center or the USOPC, related to the Center's process, or involving an individual with whom USA Gymnastics has a conflict of interest.

TIER 5 PROCESS

Tier 5 Incident reports are reported to law enforcement as mandated and referred to the Center or the USOPC. Restrictive measures or safety plans are imposed as appropriate.

TIER 5 RESOLUTIONS

Tier 5 Incident reports are resolved by the Center or the USOPC. USA Gymnastics will enforce eligibility determinations, sanctions, and restrictive measures as imposed by the Center or the USOPC.

EXAMPLES *(may include, but not limited to)*

- Sexual misconduct
- Child abuse
- Criminal charges or dispositions involving child abuse or sexual misconduct
- Failing to report child abuse or sexual misconduct
- Interfering with the Center's process



usagym.org/safety
uscenterforsafesport.org