



SAFE SPORT POLICY

Policy Owner: SafeSport Coordinator,
USA Badminton

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INTRODUCTION

Badminton can be a life-long sporting activity. Playing badminton is fun. It helps us to lead a healthy lifestyle and help build self-confidence.

The safety of badminton participants is of paramount importance to USA Badminton (USAB). This includes not only on-court safety, but also off-court safety in any part of USAB's programs. Unfortunately, sports can also be a high-risk environment for misconduct, including sexual, physical, and emotional abuse.

USAB, together with the U.S. Olympic and Paralympic Committee (the "USOPC"), and the U.S. Center for SafeSport (the "Center") are committed to creating a healthy, supportive, and safe environment for our community.

USAB, as a recognized National Governing Body by the U.S. Olympic & Paralympic Committee (the "USOPC"), is under the jurisdiction of the U.S. Center for SafeSport (the "Center") and subject to the Center's SafeSport Code for the Olympic & Paralympic Movement (the "SafeSport Code"). The Center, the USOPC and federal legislation all promulgate policies and procedures to safeguard amateur athletes and this policy reinforces those principles by providing specific application for USAB.

The USAB SafeSport Policy (the "Policy") and the USAB Minor Athlete Abuse Prevention Policy (the "MAAPP") work in concert to forward our organization's commitment to the prevention and education efforts aimed at creating an environment free of emotional, physical and sexual misconduct and abuse, and to ensure effective and prompt resolution upon the allegation of misconduct and/or abuse.

This Policy includes the various policies that apply to all USAB sanctioned programs. USAB members should use the guidelines, best practices, strategies and tools included in this Handbook to implement SafeSport practices at the local level. Together, we can create a safe environment for all members to enjoy badminton. By combining all of these elements into a comprehensive SafeSport program, USAB intends to create the safest possible environment for participation in the sport of badminton.



Nothing contained in this Policy is intended to supersede, replace, or otherwise abrogate the USA Badminton Bylaws, the Ted Stevens Olympic and Amateur Sports Act, or the U.S. Center for SafeSport Code for the U.S. Olympic and Paralympic Movements.

Section I. Application

- 1.1. **Participants.** This Policy is applicable to the following individuals (collectively, “Participants”):
- Staff, board members and interns;
 - Members;
 - Athletes;
 - Club owners, directors and administrators;
 - Tournament directors;
 - Referees, umpires line judges;
 - Coaches and team managers; AND
 - All other individuals, athletes or non-athletes, USA Badminton formally authorizes, approves or appoints:
 - (i) to a position of authority over, or
 - (ii) to have regular contact with athletes, including but not limited to, athlete chaperones.
- 1.2. **Dual Jurisdiction.** A USAB Participant may also be identified as a USOPC Participant and subject to the USOPC Athlete Safety Policy and other applicable policies of the USOPC.

Section 2. Jurisdiction

- 2.1. **Coverage.** For the purposes of this Policy, USAB shall have jurisdiction to investigate and resolve allegations of Prohibited Conduct (as defined in Section 4) that are not within the Center’s jurisdiction (exclusive and discretionary) and that are not related to a matter wherein the USOPC asserts jurisdiction.
- 2.2. **Relevant Organizational Policies.** Allegations against USAB employees may also be addressed through the USAB’s employment policies and procedures. In addition, the USAB may address violations of this Policy under other relevant organizational policies (e.g. USAB Code of Conduct, USAB Whistleblower and Anti-Retaliation Policy).

Section 3. Prevention Policies



3.1. **MAAPP.** USAB recognizes additional safeguards are paramount to the wellbeing of minors. As such, all Adult Participants are subject to the USAB Minor Athlete Abuse Prevention Policies (the “MAAPP”).

3.2. **Education and Training.** To ensure the safety of USAB requires that all Adult Participants remain current with the required training outlined in Part I (Education & Training Policy) of the MAAPP.

3.2.1. **SafeSport Training Pool (SSTP)**

To ensure the safety of its community, USAB requires SafeSport training for the following individuals:

- (a) all USAB staff,
- (b) individuals USAB formally authorizes, approves or appoints to
 - (i) a position of authority over, and
 - (ii) to have frequent contact with athletes (including, all athlete chaperones), and
- (c) any non-athlete individual that USAB authorizes to train, stay or work at an Olympic Training Center (collectively, the “SafeSport Training Pool” or “SSTP”).
- (d) all adult athletes who have regular contact with and/or authority over minor athletes are required to abide by the policy and training requirements policies set forth in the USAB’s Minor Athlete Abuse Prevention Policy regardless of the age of the minor athletes with whom they interact.

For clarity, the individuals subject to the training requirement will be known collectively as the **SafeSport Training Pool List (SSTPL) defined in Part I (Education & Training Policy) of the MAAPP:**

3.2.2. **Timing.** New members of the SSTPL are required to complete SafeSport Training prior to initial contact with athletes, and in any event within **forty-five (45) days** of the commencement of the new role. Notwithstanding the foregoing, to the extent a Participant and or an individual in the SSTPL has regular contact with amateur athletes who are minors, the individual must abide by the policies and additional training requirements and timelines set forth in the MAAPP.

3.2.3. **Tracking.** USAB will track all SSTPL training and perform periodic checks to ensure compliance with this Policy.

3.3. **Background Check Policy.** In an effort to further foster a safe environment, USAB is subject to the USOPC’s Responsible Sport Organization Background Check Policy (the “RSO Policy”). As such, USAB requires criminal background screening pursuant to the USA Badminton Background Check Policy.



3.3.1. SafeSport Background Check Pool (SSBCP)

To ensure the safety of its community, USAB shall conduct a full screening background check prior to commencement of a new role or competition and at least every two years for those individuals it formally authorizes, approves or appoints:

- (a) to a position of authority over, or
- (b) to have frequent contact with athletes (including, all athlete chaperones),
- (c) any non-athlete individual that USAB authorizes to train, stay, or work at an Olympic Training Center, and
- (d) other individuals who have regular contact with athletes as determined by USAB in its sole discretion and/or as required by USOPC (collectively, the "SafeSport Background Screening Pool" or "SSBCP").

For clarity, the following individuals meet the definition of the SSBCP and collectively be considered as the **SafeSport Background Check Pool List (SSBCPL)**:

- USAB Staff
 - USAB staff who intend to be involved in any USAB sanctioned tournaments or in positions of authority over athletes. This would include any contracted doctors and/or other medical staff secured by USAB.
- USAB Board of Directors
- Coaches
 - for all USAB certified coaches to maintain their certification, receive coaching passes to coach in sanctioned junior events and to obtain accreditation to coach at Badminton World Federation (BWF) sanctioned events.
 - for all non-USAB certified coaches to obtain accreditation to coach at Badminton World Federation (BWF) sanctioned events.
- Adult Athletes
 - Any athlete and alternates, training partners and guides 18 years of age or older selected by the USAB to participate in a national or international team or Delegation Event as well as selected to train at any Olympic Training Center or Site, or Delegation Event Training Site.
- Technical Officials
 - Technical Officials who intend to be involved in any USAB and BWF sanctioned tournaments include:
 - Referees – BWF/PABC, National, and Regional
 - Umpires – International (BWF/PABC), National, and Regional
 - Line Judges – International and National



- Team Officials
 - USAB members who intend to accompany any USAB Teams or athletes as USAB approved Team Officials such as Team Managers and Chaperones.
- Tournament Officials
 - Tournament Directors and or Deputy Tournament Directors
- National Team (and select or camp/clinic) Managers, Coaching Staff and Support Staff
- Contractors and Vendors who are authorized to (a) be in a position of authority over or (b) have regular contact with athletes
- Any individual that USA Badminton or the USOPC authorizes to train, stay, or work at an Olympic Training Center (“OTC”)
- Club Staff
 - Owners and Administrators
- Other individuals or participants as may be determined by USA Badminton in its sole discretion.

3.3.2. Timing. A supplemental, partial background check will be conducted in the off-years.

For purposes of clarification, USAB is considered to formally authorize, approve or appoint an individual in instances where USAB has control over the appointment process.

In USAB’s discretion on a case by case basis USAB may bypass this background check requirement for those people in the SSBCP who are under 18 years of age.

As to members of the SSBCP newly taking a role, USAB requires background screening prior to contact with athletes begins, and in any event within **forty-five (45) days** of the commencement of the new role.

Any USAB-initiated background check that results in a negative finding (e.g. red flag/red light) will be subject to the USAB Background Check Policy to determine any potential impact on membership or participation status.

3.3.3. Tracking. USAB will track all SSBCP background screening and perform periodic checks to ensure compliance with this Policy.

3.3.4. Dual Jurisdiction. In addition to the RSO Policy, a USAB Participant also identified as a USOPC Participant will be subject to the USOPC Background Check Policy.

3.4. Self Disclosure.



3.4.1 Criminal History. Each Participant has the affirmative duty to disclose his/her criminal history. Failing to disclose or intentionally misrepresenting an arrest plea or conviction history in an application or any other information provided by a Participant during the screening process is grounds for employment, volunteer and/or membership revocation or restriction, regardless of when the offense is discovered.

If an applicant (1) is arrested, (2) pleads or (3) is convicted of a crime other than a minor, non-criminal traffic offense during the screening process, the applicant is required to disclose such information immediately.

In the event a Participant (1) is arrested, (2) pleads or (3) is convicted after the completion of the screening process, he or she has an affirmative duty to disclose such information immediately and report the offense and/or disposition to USAB at athletesafety@usabadminton.org.

3.4.2. Sport Sanctions/Disqualifications. Any applicant and/or Participant who has been declared as suspended or permanently ineligible by another sport organization must self-disclose this information. In addition, sanctioning or risk-mitigation measures (i.e. required chaperone) related to a violation of emotional, physical or sexual misconduct must be reported. A failure to disclose is a basis for disqualification for potential applicants and a basis for disciplinary action of Participants.

3.4.3. Criminal Activity While a Participant. If, during the course of employment or participation in USAB programs or activities, a Participant is accused, arrested, indicted or convicted of a criminal offense against a child, it is the duty and responsibility of the Participant to notify USAB at athletesafety@usabadminton.org.

Section 4. Prohibited Conduct

Sport offers individuals the chance to experience the joys of competition, teamwork and personal development. Every member of the badminton community has a role in creating conditions that protect the physical and emotional well-being of its athletes. What makes this challenge so complex is the human element in sport – the bonds that exist between coaches and athletes and among teammates. These can sometimes cause confusion about which actions cross the line. That is why recognizing and addressing misconduct in sport requires a team/community effort.

A critical step in addressing misconduct is being able to recognize the specific actions that qualify as misconduct, or Prohibited Conduct as defined by the Center's [SafeSport Code](#).

Participants are prohibited from engaging in conduct (or failing to report prohibited conduct and/or abuse) identified in this section as Prohibited Conduct.

4.1. Violations of the SafeSport Code. USAB adopts and incorporates herein the definitions of Prohibited Conduct, as defined in the SafeSport Code.



4.2. **Violation of MAAPP.** Participants are prohibited from violating the MAAPP.

4.3. **Violations of USAB's Process.** Participants are prohibited from engaging in Prohibited Conduct as it relates to USAB processes; such as, but not limited to, failing to make a required report under this Policy, Retaliation, Aiding and Abetting, Intentionally Filing a False Allegation and Abuse of Process.

All forms of misconduct are intolerable and in direct conflict with the USAB and Olympic Ideals.

Section 5. Reporting of Potential Abuse or Misconduct

USA Badminton aspires to implement an effective reporting policy that results in reports of suspected abuse and misconduct. By providing this guidance on when and how to report suspected misconduct, USA Badminton seeks to remove barriers to disclosing misconduct, including child physical and sexual abuse.

Every Participant must report reasonable suspicions or allegations of:

- (1) violations of this Policy
- (2) violations of the Minor Abuse Prevention Policies and
- (3) any child abuse to local law enforcement, the Center, and USAB member

The Center has the exclusive authority to investigate and resolve alleged Participant conduct involving sexual misconduct. The Center also has discretionary jurisdiction to investigate and resolve allegations of other forms of abuse and any prohibited conduct under the SafeSport Code. If the Center does not have exclusive jurisdiction or take discretionary jurisdiction over a matter, it will fall within USAB's jurisdiction to address (e.g., employee/volunteer matters will be handled pursuant to employee policies and procedures).

In some cases, a person may be hesitant about reporting suspected misconduct or abuse because they may be unsure about the credibility of the person making the allegation, or unsure about the credibility and/or the validity of the facts on which the allegations are based, or concerned about the potential consequences of a false report. It is critical that one should not attempt to evaluate the credibility and or validity of allegations as a condition for or prior to reporting such concerns.

In an attempt to encourage reporting, a report initiated as set forth in this Policy will be considered to be filed properly (i.e., such a filing does not have to follow the filing requirements of USAB Bylaw, Section 15). There are no fees to report allegations of emotional misconduct,



physical misconduct, sexual misconduct, violations of the USAB MAAPP policy or any other prohibited misconduct as defined in USAB's SafeSport Policy

5.1. Mandatory Reporter Designation. Although USAB strongly encourages all Participants to strengthen our culture by reporting allegations of Prohibited Conduct, Adult Participants are mandatory reporters and must report suspicions or allegations of Prohibited Conduct as directed

5.2. Sexual Misconduct and Child Abuse

- **Report Sexual Misconduct and Child Abuse Immediately to the U.S. CENTER FOR SAFESPORT** online at <https://uscenterforsafesport.org/report-a-concern>.

-AND-

- **Report Child Abuse Immediately to Law Enforcement**

Important: If an adult Participant learns of information and reasonably suspects that a Minor has suffered an incident of Child Abuse (to include neglect, physical, emotional and sexual abuse) they must report this to law enforcement (or in some states child protective services) and the Center immediately. **Filing a report with the Center does not satisfy the reporting requirement to law enforcement.**

Note: Individuals reporting to law enforcement are encouraged to request, retain and provide to the Center the applicable case identification number, investigator name and/or contact information, if available.

-AND-

- **Comply with any other applicable reporting requirements under state law.**

5.3. Report Emotional, Physical and other Prohibited Conduct and MAAPP Violations.

- Promptly report allegations of emotional, physical or other Prohibited Conduct and allegations of MAAPP violations by providing as much relevant information as possible (e.g. reporting parties name and contact information, alleged misconduct/concern, date of incident, location of incident, individuals involved and their roles, ages and contact information, if known, including potential bystanders/witnesses) and attach any relevant documentation to USAB:
 - **Email:** athletesafety@usabadminton.org
 - **Phone/In Person:** (719) 413-8318 / Rachel Bui
- **Note: Nothing precludes an individual from reporting emotional, physical and/or other Prohibited Conduct or violations of the MAAPP to the Center.** If doing so for a specific concern such as conflict of interest, the individual is encouraged to note this on



the incident report form. If the Center does not assume jurisdiction, it has a process to route the allegation to the appropriate entity for review, response and resolution.

- If an allegation of sexual misconduct or child abuse is received by USAB, the matter will be referred to the appropriate law enforcement or child protective entity and the Center. USAB does not attempt to evaluate the credibility or validity of such an allegation as a condition for reporting to appropriate law enforcement authorities.
- The USAB will forward any reports it receives that fall under the Center's exclusive jurisdiction to the Center. In addition, USAB will request the Center take discretionary jurisdiction in matters it deems prudent to do so.

5.4. Escalation of Reports. If an individual feels that USAB has failed to act upon the information reported or feels there is an inherent conflict of interest in reporting the matter to the SafeSport team at USAB, the individual may escalate these concerns to the USAB COO. If an individual feels that there is a conflict of interest in reporting to the matter to the USAB COO or that the USAB COO has been unresponsive to their inquiry, they may escalate the matter to the Chair of the USAB Board of Directors.

5.5. Anonymous Reporting. Reporting to either the Center or USAB may be done anonymously, however, this may be difficult for USAB to investigate and properly address allegations. USAB strongly encourages those making a report to provide their name and contact information.

5.6. Confidentiality. To the extent permitted by law, and as appropriate, USAB will, on request, keep confidential the complainant's name. In addition, to the extent permitted by law, and as appropriate USAB will not make public the names of potential victims, the accused perpetrator or the people who made a report to the authorities.

5.7. Bad Faith Allegations. A report of abuse, misconduct or SafeSport Handbook violation that is malicious, frivolous or made in bad faith is prohibited. Such reports will be considered a violation of the USAB SafeSport policy and grounds for disciplinary action. Depending on the nature of the allegation, a person making a malicious, frivolous or bad-faith report may also be subject to civil or criminal proceedings.

5.8. Whistleblower Protection. Pursuant to the USAB Whistleblower and Anti-Retaliation Policy, regardless of outcome, it is the policy of USAB to support the complainant(s) and his or her right to express concerns in good faith. USAB, through its member clubs' programs will not allow or tolerate attempts from any individual, group or organization to retaliate, punish, allow or in any way harm any individual(s) who reports a concern in good faith, before, during or after the process of resolving an abuse or misconduct allegation, whether led by USAB or the Center. Such actions against a complainant will be considered a violation of the USAB's SafeSport policy and grounds for disciplinary action. before, during or after the process of resolving an abuse or misconduct allegation, whether led by USAB or the Center



Section 6. Response and Resolution.

All Participants are subject to the Center's SafeSport Code for the investigation and resolution of violations of Prohibited Conduct that fall under the jurisdiction of the Center. The Center has the exclusive authority to investigate and resolve Participant's conduct involving (a) sexual misconduct and (b) prohibited conduct under the Center's Code that is reasonably related to the underlying allegation of sexual misconduct. The Center also has discretionary authority over other alleged violations of any prohibited conduct under the SafeSport Code.

The USA Badminton [Response and Resolution Procedures](#) will serve as the procedures and protocols for all SafeSport matters under USAB jurisdiction.

Individuals who are an employee, contractor, or agent of the NGB are prohibited from assisting a member or former member in obtaining a new job (except for the routine transmission of administrative and personnel files) if the individuals knows that that member or former member violated the policies or procedures of the Center related to sexual misconduct or was convicted of a crime involving sexual misconduct with a minor in violation of applicable law or the policies or procedures of the Center.

Section 7. Points of Contact. Individuals in need of further information, guidance and/or enforcement in relation to this Policy may contact the following:

Athlete Safety Coordinator	Email: athletesafety@usabadminton.org
COO	Email: coo@usabadminton.org
Ethics/Judicial Committee Chair	Email: ethicschair@usabadminton.org

In addition, the USOPC Ethics & Compliance team can serve as a secondary resource for questions or concerns regarding this Policy. The USOPC Ethics & Compliance team may be contacted at:

USOPC Integrity Hotline: 877.404.9935
USOPC Integrity Portal: <https://usopc.ethicspoint.com>

For Athletes with Questions Regarding this Policy:

The Athlete Ombuds provides cost-free, independent, and confidential advice regarding athlete rights; resolving disputes or grievances; and any sport rule, policy, or process, including NGB-athlete agreements, codes of conduct or team selection procedures. The Athlete Ombuds can also help athletes connect with legal counsel or mental health resources, if needed. Athletes may contact the Athlete Ombuds at:



Phone: (719) 866.5000

Email: ombudsman@usathlete.org

Website: www.usathlete.org

Additional Resources

The Childhelp National Child Abuse Hotline is dedicated to the prevention of child abuse. Serving the U.S. and Canada, the hotline is staffed 24 hours a day, 7 days a week with professional crisis counselors who—through interpreters—provide assistance in over 170 languages. The hotline offers crisis intervention, information, and referrals to thousands of emergency, social service, and support resources. All calls are confidential.

For more information, please visit: [Child Help Hotline](#)

Child Welfare Information Gateway promotes the safety, permanency, and well-being of children, youth, and families by connecting child welfare, adoption, and related professionals as well as the public to information, resources, and tools covering topics on child welfare, child abuse and neglect, out-of-home care, adoption, and more.

For more information, please visit: [Child Welfare Information Gateway](#)