Response and Resolution Office
What You Need to Know

In March 2017, the U.S. Center for SafeSport will begin investigating and resolving alleged policy violations of the SafeSport Code for the U.S. Olympic and Paralympic Movement's 47 member National Governing Bodies, including USA Softball. The Center will have jurisdiction over covered individuals, which are persons:

- Within the governance or disciplinary jurisdiction of USA Softball
- USA Softball or the USOC authorizes, approves or appoints to a position of authority over athletes or who will have frequent contact with athletes
- Identified by USA Softball as being within the Center's jurisdiction

REPORTING SAFESPORT CODE VIOLATIONS

All individuals, regardless of membership with USA Softball, are encouraged to report suspected violations of the SafeSport Code.

Individuals should report directly to the Center. USA Softball will provide instructions for reporting at a later date.

Reporting Requirements for Covered Individuals

Covered individuals who are over the age of 18 are required to report suspected SafeSport Code violations related to or accompanying sexual misconduct.

Covered individuals who fail to report SafeSport Code violations may be subject to disciplinary action.
Confidentiality
Although the Center cannot guarantee confidentiality, it will, to the greatest
extent possible, maintain the privacy of all individuals involved in the
investigation and resolution of alleged SafeSport Code violations.

Anonymous Reporting
Anonymous reporting is permitted.

Legally Mandated Reporting
Reporting alleged criminal conduct to USA Softball or the Center will not
satisfy any individual mandatory reporting requirements under state or
federal law. Visit https://www.childwelfare.gov/topics/systemwide/laws-
policies/state/ to view state-by-state mandatory reporting laws to determine
your reporting obligations and options.

THE INVESTIGATION & RESOLUTION PROCESS
In response to a report of an alleged SafeSport Code violation, the Center may:

• Initiate an informal resolution
• Move directly to a full investigation
• Conclude the alleged violation is out of scope and refer the matter to
  USA Softball or the U.S. Olympic Committee to determine if a rules
  violation has occurred

Informal Resolution
The Center may conduct an informal resolution to collect preliminary facts to
determine if the matter should be resolved informally, investigated further or
not investigated at this time.
The Center's director of investigations will issue a decision based on the available evidence. If the director determines the individual in question has violated the SafeSport Code, he or she may seek arbitration.

The Disciplinary Process
The disciplinary process is designed to protect all USA Softball athletes, members and participants from future misconduct. With this in mind, all recommended sanctions will be reasonable and proportionate to the violation committed and will emphasize education to ensure that minor misconduct does not escalate into a major violation.

In response to the Center's determination that a SafeSport Code violation has occurred, USA Softball will impose any sanctions recommended by the Center, including eligibility or participation restrictions.

Implementation Across the Olympic and Paralympic Movement
Participation restrictions imposed by USA Softball will be upheld across the U.S. Olympic and Paralympic Movement.