

USA Archery (USAA) is committed to providing a safe, healthy and fun learning environment for all members. To accomplish this goal, USAA provides policies and procedures that outline behavioral expectations, clear processes for reporting violations, and also prohibits retaliation and bad faith reporting. In addition, there is a defined resolution process, as well as fair and due process to hear and adjudicate alleged violations.

To promote a safe environment and prevent abuse, standards are in place which requires all Covered Participants as outlined in [USAA's Safe Sport Policy and Background Screen Criteria and Review Policy](#) to have a [Background Screening and current U.S. Center for SafeSport training](#). Additionally, the [Minor Athlete Abuse and Prevention Policy \(MAAPP\)](#) defines expectations for adults in coaching and other leadership positions. **On and off the field of play, USAA is committed to providing training, educational materials and resources for our athletes, coaches, clubs, and parents.**

If you believe a member of USAA has violated a USA Archery Policy or Procedure there are defined steps you can take to easily [file a complaint](#) so that the matter can be investigated. There are three types of complaints that can be filed with USAA:

- Administrative Grievance: Violation of a USA Archery Policy or Procedure
- Right to Compete: Denied the right to participate in a protected competition
- SafeSport: Violation of the SafeSport Code

## RESOLUTION PROCESS

It is the responsibility of the [USAA Board of Justice \(BOJ\)](#) to hear and adjudicate all SafeSport, Administrative Grievances, and Right to Compete complaints filed in accordance with the provisions of the [USA Archery Disciplinary Proceedings and Grievance Policy](#); except in instances where the [U.S. Center for SafeSport Center \(USCSS\)](#) has exclusive jurisdiction or exercises discretionary jurisdiction. The USAA Board of Justice is a standing committee of the [USAA Board of Directors \(BOD\)](#), which adjudicates all complaints filed with USA Archery.

The BOJ is the only standing committee within USAA appointed to hear and render a decision on grievances and disciplinary matters. Likewise, the USAA BOJ is the only standing committee within USAA able to issue sanctions that would limit a USAA member's participation and/or revoke membership following a fair and impartial hearing for which just cause was established. The USAA BOD and USAA staff **do not have any authority** to limit a USAA member's participation and/or revoke their membership.

## TRANSPARENCY

USAA is committed to increasing the transparency of the Response and Resolution Process for SafeSport complaints.

As such, USAA provides a public-facing Athlete Safety Dashboard where members can view year to date SafeSport complaints by jurisdiction, misconduct type and case statuses. To view the dashboard, visit [USA Archery's SafeSport page](#) and select 'USA Archery Athlete Safety Dashboard'.

Also on this page, members can find more information on the SafeSport Code, reporting, consent forms,

and resources for event organizers, parents, coaches, and club leaders, as well as information about current suspensions and bans.

USAA also provides continuing education and resources to the Board of Directors (BOD) and Staff as it relates to the reporting process. USAA developed the 'USA Archery Board of Directors and Staff Guidelines for Reporting Misconduct' to support BOD and Staff in directing membership through the appropriate reporting channels. Both USAA Staff and BOD are designated as Mandatory Reporters and this resource also provides guidance on how mandatory reporting duties may be fulfilled. To view this document, visit [USA Archery's Governance page](#), and scroll to Governance Resources; the 'USA Archery Board of Directors and Staff Guidelines for Reporting Misconduct' may be found there or by clicking this [link](#).

Also found on this page is more information about USAA's BOD, including meeting minutes, strategic plans, and financials.

## RETALIATION IS PROHIBITED

USAA prohibits retaliation against anyone who reports misconduct or provides information about misconduct as more fully detailed in [USAA's Whistleblower Policy](#). Retaliation includes threatening, intimidating, harassing, coercing or any other conduct that would discourage a reasonable person from engaging or participating in the complaint processes when the action is reasonably related to the report or engagement with the process. Retaliation may be present even where there is a finding that no violation occurred.

If you report a matter anonymously and choose to remain anonymous as it is investigated, your report will be respectfully treated with the same attention as other reports. Note, however, that if you choose to remain anonymous, USAA will be limited in its ability to ask follow-up questions that may be essential to more fully investigating your report.

Likewise, "Bad Faith" allegations are prohibited. Bad Faith allegations are defined as knowingly making a false report or a report in bad faith and is a violation and should be reported as such; allegations made in bad faith may result in disciplinary action. Anyone that makes a false report knowing that it is false or that it has no basis is violating USAA policy in the same way as someone retaliating against a good faith reporter. Such a violation may itself be reported and it may lead to disciplinary action if substantiated.

## CONTACT USAA FOR MORE INFORMATION

USAA employs a full-time SafeSport and Compliance Administrator, Nicole Deines, who is available to answer and questions or concerns you may have about athlete safety and/or USAA policies and procedures. Together, with due diligence, USAA and members can continue to work toward ensuring all USAA events and activities are safe for all.

For more information on USA Archery's athlete safety policies and procedures or the disciplinary procedures and grievance policy, please email [athletesafety@usarchery.org](mailto:athletesafety@usarchery.org).