

Reporting Concerns of Abuse and/or Policy Violations

- The U.S. All Star Federation (USASF) recognizes that a key element to preventing abuse and misconduct is the implementation of an effective reporting policy that:
 1. Results in reports of suspected abuse and misconduct, and
 2. Does not in any way deter victims or witnesses from reporting abuse and misconduct.
- Potential abusers will avoid involvement in a program where there is a likelihood that suspected abuse will be reported.
- When sport stakeholders are untrained about how and when to report suspected abuse, they may feel ill-prepared, powerless and lost when it comes to responding to, and reporting, misconduct. By providing this guidance on when and how to report suspected misconduct, the U.S. All Star Federation seeks to remove barriers to disclosing misconduct, including child physical or sexual abuse and misconduct.

REPORTING POLICIES

Who may report

Any person, regardless of their membership status or affiliation with the USASF, may file a complaint with the U.S. All Star Federation for any suspected, alleged or known violation of the USASF SafeSport Code or policies that are intended to protect another member from misconduct and abuse including the required Membership Policies. All reports will be treated as confidential. The USASF will accept anonymous reports and investigate every report of abuse or misconduct.

The U.S. All Star Federation strongly encourages parents, participants and other persons affiliated with All Star to communicate violations of the U.S. All Star Federation SafeSport Code, allegations and suspicions of child physical and sexual abuse and other conduct inconsistent with the policies set forth to protect athletes to the All Star Program's owner or program administrator immediately, and if appropriate or required, to local law enforcement and to the U.S. All Star Federation.

Who is REQUIRED to Report

It is the policy of U.S. All Star Federation that every employee or volunteer of any U.S. All Star Federation Member must report:

1. Suspicions or allegations of child physical or sexual abuse to the appropriate law enforcement authorities within 24 hours. A compilation of information on when a person must make a report to law enforcement authorities can be found at:
 - a. www.childwelfare.gov.
 - b. www.childwelfare.gov/systemwide/laws_policies/statutes/mandata.cfm.
 - c. www.childwelfare.gov/topics/systemwide/laws-policies/state/,
2. Actual or perceived violations of the U.S. Center for SafeSport Code to the U.S. All Star Federation,
3. Any violations of the USASF SafeSport Code that pertain to Athlete Safety and Protection, including acts of abuse or misconduct that are sexual, physical, or emotional in nature as well as any instances of bullying, threats, harassment, or hazing, and/or
4. Any violations of the USASF required proactive policies:
 - a. Sexual Abuse and Prevention Policy
 - b. Electronic Communication Policy
 - c. Addressing Bullying Policy

Any member's failure to report is a violation of this policy, the USASF SafeSport Code, the USASF Sexual Abuse and Prevention Policy, and the Professional Responsibility Code (hereby referred to as PRC) and is grounds for disciplinary action.

Confidentiality

To the extent permitted by law, and as appropriate, the U.S. All Star Federation and all U.S. All Star Federation Member Programs shall, on request from the complainant, keep the complainant's name confidential, not make public the names of potential victims, the accused perpetrator or the people who made a report of child physical and sexual abuse to the authorities.

Anonymous Reports

The U.S. All Star Federation recognizes it can be difficult for an athlete, teammate, friend or family member to report an allegation of misconduct and strives to remove as many barriers to reporting as possible. It should be understood by all parties, including the complainant, that anonymous reporting may make it difficult for the U.S. All Star Federation or the All Star Program owner or administrator to investigate or properly address misconduct or abuse. Despite the limitations inherent in allowing anonymous reports they will be accepted, investigated and acted upon to the extent which the information provided allows.

Anonymous reports may be made:

1. By completing the Reporting Form without including their name,
2. By expressing concerns verbally to U.S. All Star Federation, the All Star Program owner or administrator, and/or
3. Via email to U.S. All Star Federation or to the Program owner or administrator.

Protecting those who made reports ("whistleblower" protection)

Regardless of outcome, it is the policy of the U.S. All Star Federation and all U.S. All Star Federation Member Programs to support the complainant(s) and his or her right to express concerns in good faith. Neither the U.S. All Star Federation nor any U.S. All Star Federation Member Program will encourage, allow or tolerate attempts from any individual, group or organization to retaliate, punish, or in any way harm any individual(s) who report(s) a concern in good faith or otherwise participates in an investigation (e.g. , a witness). Such actions against a complainant, witness or other complainant will be considered a violation of the U.S. All Star Federation SafeSport Code and the PRC and thus grounds for disciplinary action and may also be subject to civil or criminal proceedings.

Prohibiting Reports made in Bad Faith

Bad-faith allegations are prohibited. A report of abuse, misconduct or policy violation that is malicious, frivolous or made in bad faith will be considered a violation of the U.S. All Star Federation SafeSport Code and the PRC and thus 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.

Conflicts of Interest

Any person or organization who may have a conflict of interest because they are named in a complaint, are a witness to an allegation, are closely affiliated with the person accused of misconduct or may have other potential bias are considered to have a conflict of interest in the investigation or outcome of the complaint and shall be recused from participating in an investigation or other disciplinary process. The investigation and hearing process shall be handled by persons who are reasonably disinterested and impartial to the matter and all other persons and the program involved.

REPORTING STEPS & PROCEDURES

Reports to Law Enforcement and/or Child Protective Services

All states have mandatory reporting laws requiring persons holding certain positions to report suspicions of sexual or physical abuse of a minor.

Suspicions or allegations of child physical or sexual abuse to the appropriate law enforcement authorities within 24 hours. A compilation of information on when a person must make a report to law enforcement authorities can be found at:

1. www.childwelfare.gov.
2. www.childwelfare.gov/systemwide/laws_policies/statutes/mandat.cfm.
3. www.childwelfare.gov/topics/systemwide/laws-policies/state/.

In some cases an employee or volunteer may be hesitant about reporting suspected abuse because they are unsure about the credibility of the person making the allegation, are unsure about the credibility or validity of the facts on which the allegations are based or are concerned about the potential consequences of a false report. ***It is critical that employees and/or volunteers not attempt to evaluate the credibility or validity of child physical or sexual abuse allegations as a condition for, or prior to, reporting their concerns.***

An independent investigation can harm youth and/or interfere with the legal investigative process. Accordingly, the U.S. All Star Federation, its Member Programs and their administrators, employees and/or volunteers shall not attempt to evaluate the credibility or validity of allegations of child physical or sexual abuse as a condition for, or prior to, reporting to appropriate law enforcement authorities. As necessary, however, a person receiving a report may ask a few clarifying questions of the minor or person making the report to adequately report the suspicion or allegation to law enforcement authorities.

Reports to the U.S. All Star Federation

Reports to the U.S. All Star Federation are initially handled by the U.S. All Star Federation General Counsel and the U.S. All Star Federation Athlete Protection Team.

U.S. All Star Federation and its Member Program owners and administrators will take a report in the way that is most comfortable for the person initiating a report, including an anonymous, in-person, verbal or written report via email or utilizing the online reporting form.

When reporting, it is essential for the reporting party to provide as much detail as possible. The report should include:

1. The name(s) and contact information of the complainant(s),
2. The type of misconduct alleged,
3. The name(s) of the individual(s) alleged to have committed the misconduct,
4. The name of the victim, and in the case of a minor, the name of their parent and/or guardian,
5. The approximate dates the misconduct was committed,
6. The names of other individuals who might have information regarding the alleged misconduct,
7. A summary statement of the reasons to believe that misconduct has occurred.

Reports to U.S. All Star Federation may be made by:

1. Completing an online report:
 - a. [Reports of Child Abuse and Misconduct or Sexual Abuse and Misconduct](#)
 - b. [Policy Violations](#)
2. Emailing SafeSport@usasf.net.
3. Calling 901-231-1952.

Reporting Concerns of Child Abuse and Misconduct or Sexual Abuse and Misconduct:

Any report of misconduct or suspicion of child physical or sexual abuse will be taken seriously and handled appropriately. If the U.S. All Star Federation receives a report of physical or sexual misconduct involving a minor the U.S. All Star Federation will make a report to the proper authorities.

In addition to any legal obligation to report sexual abuse or misconduct to law enforcement authorities, all Covered Individuals are required to and shall promptly report any alleged violations of the Sexual Abuse and Misconduct Policy to the U.S. All Star Federation.

A Covered Individual's failure to report may subject such person to disciplinary action.

Additionally, in all cases involving suspicions or allegations of child physical or sexual abuse, it must also be reported to the appropriate law enforcement authorities within 24 hours.

Other Misconduct and Policy Violations

When a bullying, harassment, hazing, emotional, physical abuse, sexual abuse or other abuse allegation is not reportable under relevant state or federal law, the Member All Star Program and/or the U.S. All Star Federation shall internally address and investigate the alleged policy violations and misconduct and will impose discipline where appropriate.

Likewise, violations of the U.S. All Star Federation's pro-active Membership Policies including the Sexual Abuse and Prevention Policy, Electronic Communications Policy and Addressing Bullying Policy shall be reported to the Member All Star Program and the U.S. All Star Federation to address, rectify and impose discipline where appropriate.

Program Owners are REQUIRED to report to the USASF when any person within their program violates the USASF SafeSport Code and/or any USASF proactive policies referenced in the SafeSport Code listed below:

1. Sexual Abuse and Prevention Policy.
2. Electronic Communication Policy.
3. Addressing Bullying Policy.

POST REPORTING ACTIONS

Immediate Suspension or Termination and Revocation of Membership Eligibility Status

When an allegation of child physical or sexual abuse is made against an employee, volunteer, independent contractor and/or other participant:

1. The Member All Star Programs will immediately remove that individual from contact with any children in the program, and
2. If the accused is a member of the USASF, the U.S. All Star Federation will revoke the eligibility status of the accused until the allegation has been investigated by an official entity. This shall apply whether or not the allegation involves an incident during an All Star activity or event.

When a policy violation is reported to the U.S. All Star Federation, the immediate action will be to revoke the eligibility status of the accused until the allegation has been investigated by an official entity and the next action steps have been determined. This shall apply whether or not the allegation involves an incident during an All Star activity or event.

Notification to Parents and Other Participants (by the local All Star Program)

Following the receipt of a credible allegation that results in the removal of an employee, volunteer, independent contractor and/or other participant, the All Star Program may consider the circumstances in which it will notify parents of other participants with whom the accused individual may have had contact.

As appropriate, the U.S. All Star Federation and/or Member All Star Program may notify its staff members, volunteers, parents and/or participants of any allegation of child physical or sexual abuse or other criminal behavior that:

1. Law enforcement authorities are actively investigating, or
2. Is being investigated internally by the U.S. All Star Federation and/or Member All Star Program, or
3. Has been referred to the USCSS.

Advising others of an allegation may lead to additional reports of child physical or sexual abuse and other misconduct.

Notification to USASF Members or Specific Membership Categories

The USASF reserves the right to publish a list of individuals whose membership has been suspended or revoked related to Athlete Protection. Notification to USASF Members will be based on the recommendation of the organization's legal counsel.

Follow Up Reports to the U.S. All Star Federation

All local programs shall promptly notify the U.S. All Star Federation of the results of any investigations within their program that involve violations of the U.S. All Star Federation SafeSport Code, the PRC or other applicable policies outlined in the USASF SafeSport Code or PRC.

Follow Up Reports to the All Star Program

The U.S. All Star Federation will notify the Program Owner of the results of any investigations of members associated with their program that involve violations of the U.S. All Star Federation SafeSport Code, the PRC or other applicable policies outlined in the USASF SafeSport Code or PRC.

Follow Up Reports to the Complainant

The U.S. All Star Federation, at the request of the complainant, may supply a summary report of the action taken. The requested report will be provided to the extent that the sharing of such information will not hinder a legal investigation and is permitted under the extent of the law. All requests will be forwarded to our legal counsel for approval.