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Dear Senators Moran and Blumenthal,

Thank you for your letter of February 2, 2018. Please see responses to the questions you have asked:

1. What reporting protocols for child and sexual abuse allegations are currently in place to ensure that all reports receive fair, timely, and thorough review by all appropriate parties, including law enforcement?

If the complaint is sexual in nature, we refer it to the Center for SafeSport, and also will report it to law enforcement if the allegation rises to the level of a crime. USA Field Hockey and its Covered Individuals are subject to the U.S. Center for SafeSport (the "Center") Code <https://safesport.org/files/index/tag/policies-procedures> for the investigation and resolution of SafeSport violations.

The Center has the exclusive authority to investigate and resolve Covered Individual 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 Code.

If the complaint is not sexual in nature, it will be addressed by USA Field Hockey – employee/volunteer matters will be handled pursuant to employee policies and procedures, and issues falling under the Ted Stevens Olympic and Amateur Sports Act (the "TSOASA") and will, after a preliminary determination, be handled pursuant to the Hearing Procedures in the USA Field Hockey Bylaws (Article 17). We will refer this to law enforcement if the allegation rises to the level of a crime.

2. Are there special accommodations to account for volunteers that are separately employed by non-NGB institutions, like the case of Dr. Nassar who was employed by MSU, in these reporting practices? [No, there are no special accommodations for volunteers.](#)



Member, U.S. Olympic Committee

3. Has your organization ever utilized an NDA to enforce confidentiality against any athlete, volunteer, or employee in the past? **No.** To the extent possible, please provide all details regarding the justification and circumstances surrounding every individual NDA used by your organization. **N/A**

4. Has your organization ever utilized additional binding agreements other than NDAs with athletes under your purview? **No.** To the extent possible, please provide all details regarding the justification and circumstances surrounding every individual agreement used by your organization. **N/A**

Under the Ted Stevens Olympic and Amateur Sports Act, NGBs are required to participate in binding arbitration where an athlete alleges that the NGB has denied him or her an opportunity to participate in certain competitions, and where a member alleges that the NGB has violated certain provisions of the Sports Act or USOC Bylaws. In these cases, it is the athlete who chooses whether or not to require an NGB to participate in binding arbitration, and the athlete is in no way obligated to participate. With that as background, in response to the request that each NGB describe the cases in which an NGB might have required an athlete to participate in forced binding arbitration, USAFH reports that there are no situations where USAFH has required an athlete to participate in forced binding arbitration.

5. Since the recent lawsuits filed against USOC, USAG, and MSU for organizational failures to investigate, discipline, or remove Dr. Nassar after complaints of sexual abuse, has your organization taken any additional steps to improve the transparency, efficiency, and effectiveness of its criminal misconduct reporting mechanisms? **Yes, we have taken the following steps to improve transparency, efficiency and effectiveness of our criminal misconduct reporting mechanism:**
 - a. We have updated our website to include reporting processes for both sexual and non-sexual allegations; and
 - b. The Athlete Safety Policy is posted on our website, which details reporting processes.



6. Please identify any circumstance in which USOC did not take any action following a report of criminal behavior from your organization. To the extent possible, please provide all details regarding the justification and circumstances involved in USOC's decision to not act. [USAFH has not reported criminal behavior to the USOC, so the USOC has not failed to take action on any such report.](#)

7. In 2017, USOC engaged with a third-party consultant to assess compliance with SafeSport policies and procedures within USOC and all of its NGBs and High Performance Management Organizations (HPMO). Please describe the report issued for your organization, including any recommendations necessary for full compliance. If additional recommendations were issued, what actions were taken by your organization? Are there any remaining recommendations that your organization has yet to fully implement? [USAFH successfully completed the SafeSport audit. The only issue raised was one individual selected for testing did not have criminal background checks conducted during the testing period \(May 1, 2016 through April 30, 2017\). This individual was a minor, so USA Field Hockey did not require a criminal background check to be completed. Beginning February 23, 2018, all USA Field Hockey Coaches and Umpires who are under 18 also fall under the background check requirement for those people in the SafeSport Background Screening Pool.](#)

Kind regards

Simon Hoskins
Executive Director



Member, U.S. Olympic Committee