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WORLD BASEBALL CLASSIC CHAMPIONS 2017

February 15, 2018

Honorable Jerry Moran
Chairman
Subcommittee on Consumer Protection,
Product Safety, Insurance, and Data Security
United States Senate
Washington, DC 20510

Honorable Richard Blumenthal
Ranking Member
Subcommittee on Consumer Protection,
Product Safety, Insurance, and Data Security
United States Senate
Washington, DC 20510

Dear Senator Moran and Senator Blumenthal:

Thank you for your letter dated February 2, 2018 concerning your Senate Committee work in oversight of the United States Olympic Committee (“USOC”), and regarding your efforts to address the disturbing allegations that have come to light regarding the mishandling of reporting and action addressing the criminal conduct of Dr. Larry Nassar. USA Baseball takes the protection of its athletes very seriously, and we are pleased to work with the Senate to improve measures to protect all athletes from abuses of any kind and to improve mechanisms by which abuses are reported and handled.

As an initial matter, please allow us to provide some background on USA Baseball and its membership structure, to further provide context for our response to the important issues raised in your February 2, 2018 letter.

USA Baseball is comprised of seventeen (17) National Member Organizations (“NMOs”). These NMOs comprise organizations engaged in youth baseball (organizations such as Little League Baseball and Dixie Youth Baseball) as well as organizations such as the NCAA and the National Federation of State High School Associations “NFHS”). See here for a full listing of USA Baseball’s membership: <https://www.usabaseball.com/about/national-member-organizations>. USA Baseball does not have individual members of any kind – whether youth, coach, volunteer or otherwise. Accordingly, USA Baseball does not have direct contact, reach or jurisdiction over the millions of athletes, coaches, volunteers and others engaged nationwide in youth baseball. USA Baseball does field a variety of national teams at the youth level and beyond, and does have direct contact, reach and jurisdiction over these athletes, coaches and others that participate on USA Baseball’s national team events.

With respect to the questions raised in your February 2, 2018 letter, USA Baseball respectfully responds as follows:

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?

In response to Question No. 1, USA Baseball responds that in addition to its compliance with the U.S. Center for Safe Sport and the associated education and reporting obligations thereunder,



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USA Baseball's Athlete Safety Policy (attached here as Exhibit A) is to immediately report to law enforcement in the appropriate jurisdiction, any allegations of criminal misconduct that USA Baseball becomes aware of or that are brought to USA Baseball's attention through any means.

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?

In response to Question No. 2, USA Baseball responds that its policies prohibiting sexual abuse and child abuse are published on its website and that any individuals that USA Baseball may hire or engage (whether as a volunteer or otherwise) go through criminal background checks before any such individuals may be authorized in any way by USA Baseball to work with athletes on any USA Baseball team, or in connection with any USA Baseball event or activity. However, USA Baseball does not engage directly with educational institutions as it relates solely to their own teams, volunteers, employees and coaches, and does not maintain or have any type of database listing the relevant coaches, employees, volunteers and others whom these educational institutions or other third parties may have engaged to work with athletes.

3. Has your organization ever utilized an NDA to enforce confidentiality against any athlete, volunteer, or employee in the past? To the extent possible, please provide all details regarding the justification and circumstances surrounding every individual NDA used by your organization.

In response to Question No. 3, USA Baseball responds that it has never utilized an NDA to enforce confidentiality against any athlete, volunteer or employee regarding any allegations of sexual abuse, child abuse, criminal misconduct, sexual misconduct or abuse of any kind. USA Baseball has used NDA's in connection with a variety of business activities including, but not limited to potential joint ventures, licensing arrangements, manufacturer and equipment partners and other similarly situated organizations; however, these NDAs have been directed towards business activities.

4. Has your organization ever utilized additional binding agreements other than NDAs with athletes under your purview? To the extent possible, please provide all details regarding the justification and circumstances surrounding every individual agreement used by your organization.

In response to Question No. 4, USA Baseball responds that it requires all of its athletes to sign its Code of Conduct (attached here as Exhibit B), as well as certain waivers and associated documentation regarding participation in USA Baseball events and on USA Baseball national teams. (These collective documents are attached here as Exhibit C.) These documents do not require confidentiality, binding arbitration, non-disclosure or any other agreements concerning reporting of sexual misconduct, abuse or criminal misconduct of any kind.

4. a. USA Baseball understands that the Senators have also inquired about all the cases in which USA Baseball might have required an athlete to participate in forced binding arbitration.



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To this subsequent question, USA Baseball responds that, under the Ted Stevens Olympic and Amateur Sports Act (the "Act"), USA Baseball is required to participate in binding arbitration at the athlete's initiative, where an athlete may allege that USA Baseball has denied him or her an opportunity to participate in certain competitions. The Act also requires USA Baseball to submit to binding arbitration in situations where there are allegations that USA Baseball has violated certain provisions of the Act or the USOC Bylaws. In these cases, it is *the athlete or membership entity who chooses* whether or not to pursue binding arbitration and require USA Baseball to participate in such binding arbitration. The athlete or member is in no way obligated to participate and can choose other legal recourse, including, but not limited to litigation, should the athlete or member so choose.

With that as background, in response to the request that USA Baseball describe the cases in which USA Baseball has required an athlete to participate in forced binding arbitration, USA Baseball reports that there are no cases where USA Baseball 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?

In response to Question No. 5, USA Baseball responds that it has worked hard over the past year to fully comply with all aspects of the U.S. Center for SafeSport including various changes to USA Baseball's website to link to the U.S. Center for SafeSport (<https://www.usabaseball.com/about/safesport>) and to provide information concerning mandatory SafeSport education and training. In light of the very recent Senate passage of S. 534, the Protecting Young Victims from Sexual Abuse and Safe Sport Authorization Act of 2017, USA Baseball is diligently working towards further improving communication to its National Member Organizations and to the general public regarding the reporting of criminal misconduct.

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.

In response to Question No. 6, USA Baseball responds that there have been no circumstances in USA Baseball's knowledge where USA Baseball reported a criminal action to the USOC.

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)¹. Please describe the report issued for your organization, including any recommendations necessary for full compliance. If additional recommendations were

¹ "About SafeSport: 2017 Audit Reports," TEAM USA, <https://www.tearnusa.org/Footer/Legal/Safe-Sport>, (Feb. 1, 2018)



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issued, what actions were taken by your organization? Are there any remaining recommendations that your organization has yet to fully implement?

In response to Question No. 7, USA Baseball responds that it has completed its work relative to the Baker Tilly audit, and that on January 22, 2018, USA Baseball was provided with its report (attached here as Exhibit D). The only issue remaining for completion by USA Baseball is to ensure all required individuals are in compliance with our updated Athlete Safety Policy, inclusive of passing a mandatory criminal background check and successfully completing Safe Sport education courses. Full compliance will be in place by May 15 which is 30 days prior to our first on-field coach/athlete interaction(s).

Sincerely,

Paul Seiler
Executive Director/CEO
USA BASEBALL



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EXHIBIT A



USA Baseball Athlete Safety Policy

USA Baseball believes in the power of sport. We believe sport has an unparalleled ability to teach respect, perseverance and teamwork. It builds self-esteem, confidence and social skills. At its best, sport isn't just a game. It's a community that unites us, challenges intolerance and champions diversity.

All athletes, coaches, task force, scouts, certified athletic trainers and staff personnel selected for participation in the training and competition conducted under the auspices of USA BASEBALL must agree to abide by the following Athlete Safety Policy.

1. Prohibited Conduct

The following conduct is strictly prohibited of all athletes, coaches, and staff personnel:

1. Bullying – ([How to Recognize, Reduce and Respond to Bullying](#))
2. Hazing – ([How to Recognize, Reduce and Respond to Hazing](#))
3. Harassment (including sexual harassment) – ([How to Recognize, Reduce and Respond to Harassment](#))
4. Emotional misconduct – ([How to Recognize, Reduce and Respond to Emotional Misconduct](#))
5. Physical misconduct – ([How to Recognize, Reduce and Respond to Physical Misconduct](#))
6. Sexual misconduct (including child sexual abuse) – ([Sexual Misconduct](#)) & ([Signs and Symptoms of Child Sexual Abuse](#))

This prohibited conduct includes, without limitation:

Romantic or sexual relationships, which began during the sport relationship, between athletes or other participants and those individuals (i) with direct supervisory or evaluative control, or (ii) are in a position of power and trust over the athlete or other participant. Except in circumstances where no imbalance of power exists, coaches have this direct supervisory or evaluative control and are in a position of power and trust over those athletes or participants they coach.

The prohibition on romantic or sexual relationships does not include those relationships where it can be demonstrated that there is no imbalance of power. For example, this prohibition does not apply to a pre-existing relationship between two spouses or life partners. For factors that may be relevant to determining whether an imbalance of power exists, consult the USOC's Athlete Protection Policy

2. Criminal Background Checks

USA Baseball requires annual criminal background checks for those individuals it formally authorizes, approves or appoints (a) to a position of authority over, or (b) to have frequent contact with athletes.

3. Education & Training

USA Baseball requires education and training concerning the key elements of the United States Olympic Committee SafeSport program for those individuals it formally authorizes, approves or appoints (a) to a position of authority over, or (b) to have frequent contact with athletes.

4. Reporting

Contact your local authorities if you have a reasonable suspicion that child sexual abuse or neglect has occurred. All reports of child abuse or sexual assault of a minor must also be reported to local authorities. Reports of abuse not involving a minor may also be reported to local authorities.

Any person observing, having knowledge or experiencing any of the above prohibited activity must immediately report such activity to a member of the program staff, a member of USA Baseball senior staff, or directly through SafeSport: <https://safesport.org/report-a-concern>.

5. Enforcement

- a. USA Baseball has a grievance process, which is materially free of bias and conflicts of interest, to address allegations of misconduct following the report or complaint of misconduct which has not been adjudicated under a criminal background check.
- b. In cases where the Ted Stevens Act applies, USA Baseball shall comply with the Act's requirements.
- c. The grievance process, whether by policy or operation of law, includes the opportunity for review by a disinterested individual or body.

EXHIBIT B



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USA BASEBALL CODE OF CONDUCT & SAFESPORT GUIDELINES

USA Baseball believes in the power of sport. We believe sport has an unparalleled ability to teach respect, perseverance and teamwork. It builds self-esteem, confidence and social skills. At its best, sport isn't just a game. It's a community that unites us, challenges intolerance and champions diversity.

All athletes, coaches and staff personnel selected for participation in the training and competition conducted under the auspices of USA BASEBALL must agree to abide by this **CODE OF CONDUCT**. By signing this document, you will be acknowledging that you have read it, understand it, and are willing to abide by the **CODE OF CONDUCT**. If you do not wish to sign it, please contact the USA BASEBALL National Team Director immediately in order that an alternate may be selected to attend the program.

GUIDELINES:

1. Coaches, staff, teammates, opponents, umpires, volunteers, fans and facilities will be treated with respect.
2. As a representative of USA BASEBALL, athletes shall dress and present themselves in a respectable fashion.
3. Permission to leave the team for any reason must be granted by the senior staff of the National Team.
4. A nightly curfew will be established by the program director and coaching staff and observed. Curfew means in YOUR ROOM at a designated time.
5. All training sessions and meetings will be attended as required by staff. Be on time.
6. There will be no possession or use of any WADA banned substances.
7. Tobacco policy will follow the guidelines at sent down by Minor League Baseball.
8. Any physical damage to a room or non-perishable items in the room such as towels, pillows, lamps, glasses, etc., will be paid for by those individuals assigned to the room in which the damage or loss occurs.
9. Unacceptable behavior will not be tolerated, including but not limited to:
 - a. Any act considered to be an offense under Federal, State, Local and/or USOC laws or rules;
 - b. Gross misconduct including but not limited to inappropriate behavior, horseplay, stealing, etc.;
 - c. Unsportsmanlike conduct. Unsportsmanlike conduct including but not limited to bat and helmet throwing, arguing calls, and swearing.

Any person observing or having knowledge of any activity which may result in serious bodily harm to a program participant must immediately report such activity to a member of the program staff.

PROHIBITED CONDUCT:

The following conduct is strictly prohibited of all athletes, coaches, and staff personnel:

1. Bullying – ([How to Recognize, Reduce and Respond to Bullying](#))
2. Hazing – ([How to Recognize, Reduce and Respond to Hazing](#))
3. Harassment (including sexual harassment) – ([How to Recognize, Reduce and Respond to Harassment](#))
4. Emotional misconduct – ([How to Recognize, Reduce and Respond to Emotional Misconduct](#))
5. Physical misconduct – ([How to Recognize, Reduce and Respond to Physical Misconduct](#))
6. Sexual misconduct (including child sexual abuse) – ([Sexual Misconduct](#)) and ([Signs and Symptoms of Child Sexual Abuse](#))

Contact your local authorities if you have a reasonable suspicion that child sexual abuse or neglect has occurred. All reports of child abuse or sexual assault of a minor must also be reported to local authorities. Reports of abuse not involving a minor may also be reported to local authorities.

Any person observing, having knowledge or experiencing any of the above prohibited activity must immediately report such activity to a member of the program staff, a member of USA Baseball senior staff, or directly through SafeSport: <https://safesport.org/report-a-concern>.



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ACTION:

Violations of the **CODE OF CONDUCT** may result in, but are not limited to the following:

1. Full or partial restriction of movement at the Training Center and/or competition site;
2. Suspension from participation in practice and/or games;
3. Expulsion from the program and sent home at own expense;
4. Loss of opportunity to participate in future USA BASEBALL training or competition programs.

Prior to taking any of the actions specified above, the party charged with violation of the **CODE OF CONDUCT** will be advised of the charges against them and given an opportunity to have a hearing per Section 9 of the USOC Bylaws and the By-Laws of the USA BASEBALL Constitution. A copy of this section of the USA BASEBALL By-Laws is included with this information. I may contact the USOC Athlete Ombudsman, Kacie Wallace, or the Assistant Athlete Ombudsman, Sara Clark at 719-866-5000 or athlete.ombudsman@usoc.org for further information regarding my rights under this Code that are not answered by USA BASEBALL.

I agree to abide by the above **CODE OF CONDUCT** and the training rules and I understand the possible consequences if the rules are violated.

PARTICIPANT'S SIGNATURE _____	DATE: _____
PARENT/GUARDIAN'S SIGNATURE (If under 18) _____	DATE: _____



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EXHIBIT C

2018

PLAYER
HANDBOOK



USA
BASEBALL

CONGRATULATIONS!

We hope you are proud of the hard work you have put in to get you to this point and that you are understanding of the opportunity being presented to you. You are about to embark on a journey that gives you the chance to represent your family, school, hometown, state and ultimately your country. This is a unique opportunity and for many a once in a lifetime venture. We hope you make the most of this and we look forward to having you as a part of the USA Baseball family.

The information in this handbook is designed to outline the general rules and expectations as you continue with the next steps in the process. We also wish to answer as many questions as possible for you and your family to give you the best understanding of what is to come. Please read through everything thoroughly, and if questions or concerns still remain, do not hesitate to reach out to your Program Director.

FINANCIAL ARRANGEMENTS

The budget to support the various USA Baseball National Team programs is substantial and it is important for all participating athletes to understand the financial arrangements for the trip. USA Baseball will run a first-class program and we do not want finances to get in the way of any deserving athlete to be able to participate.

As such, USA Baseball provides as much as possible for the players during their time with us so that their sole focus can be on playing baseball, being a good teammate and representing their country in a world class manner. Below you will find an outline of what is provided by USA Baseball and what is not so that there is a clear understanding of what each player should expect.

TRANSPORTATION

Players will be provided with a flight to report to trials or training as well as a return flight to the athlete's home when their time with the program is complete. Players within driving distance will be reimbursed mileage money accordingly in place of a flight. Once on-site, all players will be provided with team transportation to and from all team functions and activities. The on-site transportation begins with getting the player from the airport to the team hotel on arrival day.

HOUSING

Players will be provided a room, to be shared with a teammate, for the length of their stay with USA Baseball. The room will be in the team hotel as decided upon by the Program Director. The pairing of teammates is done at the Program Director's discretion so it is our desire that players refrain from making roommate requests. At no time will any staff member and athletes be housed together.

MEALS

Players will be provided with three meals a day as well as necessary snacks and beverages throughout the day. The food provided will be at the discretion of the Program Director, however, if a player has specific dietary needs (gluten allergy, Kosher, etc.) We will make every effort to accommodate. Players will be on-field several times a day so we strongly encourage the players to eat when meals are provided.

LAUNDRY

USA Baseball provides nightly laundry services for all players inclusive of personal items. Players will turn in their laundry at the end of the day as directed by the Program Director and it will be available for them in the morning during breakfast.

APPAREL/EQUIPMENT

USA Baseball provides the necessary on-field gear and uniform components for players participating as a part of our National Team programs. These items are issued on arrival day and it is expected that all players comply in wearing the issued apparel as directed by the Program Director. The full listing of what is provided can be found later in this handbook under the "equipment and uniforms" section.

LUGGAGE

USA Baseball will cover the cost of one piece of checked luggage per player for their travel to and from trials or training. For the flight into camp, players will be asked to keep their luggage receipt and turn it in upon arrival for reimbursement. Prior to leaving, players will be given the necessary money to check the return bag. For catchers USA Baseball will cover two pieces of checked luggage understanding they carry extra gear.

PASSPORTS

Each player will be required to have a valid US passport. USA Baseball does not cover the cost of acquiring, renewing or expediting passports.

PERSONAL EXPENSES

USA Baseball will not cover any personal expenses incurred by the athlete such as the purchase of souvenirs or gifts.

EXCESS FOOD OR BEVERAGE

As previously stated, USA Baseball provides three square meals a day along with additionally allotted snacks and beverages. Any food and beverage needs above and beyond those provided by USA Baseball will be covered at the athlete's expense.

PROPERTY DAMAGE

In the event there is any damage to the hotel/dormitory, bus, field or any other property caused by an athlete, USA Baseball will not be responsible for the cost of replacement or repair.

TELEPHONE

USA Baseball does not provide financial coverage for any domestic or international phone charges assumed by an athlete. This applies to hotel phones as well as personal phones.

EXCESS BAGGAGE

Per the earlier section, USA Baseball covers the cost of only one piece of luggage per player except in the case of catchers. Excess baggage fees both for additional pieces of luggage or overweight luggage will not be covered by USA Baseball. Most airlines will limit the weight of each bag to 50 pounds.

MISCELLANEOUS

Money for incidental spending is highly suggested (gifts, snacks, etc.). That being said, we do recommend that the amount of cash a player is carrying be limited to the perceived need and that cash is not carried in excess. Should a player opt to travel with a credit card, just be sure to notify your bank or credit card company that the card will be used outside of its normal locations. In the event of international travel, we encourage everyone to get a firm understanding of any international fees that may apply prior to leaving the United States.

Each individual is responsible for the security of his/her personal items. It is strongly urged that players do not bring expensive items such as jewelry, gaming systems, etc. As there is limited opportunity to wear or use these items.

Should any occur, financial emergencies should be brought to the attention of the Program Director.

Medical coverage is an important part of any athlete's time with USA Baseball. All USA Baseball National Team programs travel with at least one certified Athletic Trainer. The Athletic Trainer is an extension of the program, traveling everywhere the team goes, staying in the same hotel, riding the team bus and so on. Should a medical issue occur, the Athletic Trainer assigned to that program will provide the proper medical care. If they deem outside medical care is needed, then USA Baseball will make the arrangements for that athlete to be seen by the appropriate physician.

Should a player get injured, the USA Baseball Athletic Trainer on site has the final say on the injured player's playing status and final ruling as to when the player is released to return to competition.

MEDICAL CONDITIONS

Prior to arrival, all players will be required to complete a Medical History Form. We ask that all players fill out the form thoroughly and avoid hiding any conditions from USA Baseball.

We ask that players be honest in making USA Baseball aware of any medications being taken as it is important for our Athletic Trainer to be fully aware of what each athlete's needs are. We also ask that any medical conditions, big or small, be disclosed. It is also extremely important to alert USA Baseball of any allergies (peanut, gluten, etc.) So as to avoid any issues.

If a player arrives to a USA Baseball National Team program with a pre-existing injury, this player will be evaluated by a physician appointed by USA Baseball. If the physician determines that the player's injuries prohibit the player from participation, the player will forfeit all benefits and will be sent home immediately.

INSURANCE

Personal health and accident insurance policies will be the primary insurance for each player participating in any USA Baseball National Team program. Personal policies must be in effect before leaving home and players are asked to carry the proper identification policy card with them. Your Program Director will also collect and carry copies of all player insurance cards. Should a medical emergency arise, this helps expedite the process of an athlete getting proper care.

As a participant in any USA Baseball National Team program, players are expected to present a positive and favorable image in everything they do. We ask that players understand that they are highly visible both as an individual and as a team member and will be representing themselves, their family, their school, USA Baseball and their country at all times. Everyone, opposing players, coaches, officials, umpires, and fans must be treated with respect.

The fact that any baseball team representing USA Baseball is expected to conduct itself in a first-class and dignified manner does not mean that a player should not enjoy their time and try to play the best baseball possible. There is no reason that a player cannot act in a mature manner and still play to the best of their ability. Good sportsmanship and good manners are an integral part of any USA Baseball National Team program.

GENERAL RULES

All members of any USA Baseball national team program are expected to comply with the following rules at all times:

All members will behave in a law-abiding manner.

Under no circumstances will the use of drugs or alcohol be permitted. If a player is found using either, this will result in the immediate dismissal from the program at the player's expense.

The use of tobacco is not permitted in any form.

Under no circumstances are players permitted to drive cars or any other borrowed vehicles.

Players are not to charge any calls to local telephones.

Players must check with their coach and/or Program Director prior to planning any unscheduled activities.

Players will be respectful of their roommate. As such, nobody but the two players assigned to a given hotel

room will be allowed in any player's room. This includes parents, family, friends, boyfriends, girlfriends and so on. The one exception is other teammates but only if both roommates are comfortable with their presence in the room.

Players will not request money, gifts or special favors from local hosts at any time. If special assistance or guidance is needed, contact your coach or Program Director.

Players will abide by the curfew dictated by the coaches and/or Program Director.

Based on schedules, this may change any given night, but will be communicated and enforced by the staff.

A violation of any of the rules above could result in removal from any USA Baseball National Team program. When disciplinary actions is taken by USA Baseball, the party or parties involved may appeal this action only by notifying in writing the USA Baseball Executive Director's Office within 48 hours of receiving notice of the punishment. The Executive Director's Office will investigate the matter immediately and return a final judgment to the appealing party.

PROHIBITED CONDUCT

The following conduct is strictly prohibited of all athletes, coaches, and staff personnel:

Bullying – ([How to Recognize, Reduce and Respond to Bullying](#))

Hazing – ([How to Recognize, Reduce and Respond to Hazing](#))

Harassment (including sexual harassment) – ([How to Recognize, Reduce and Respond to Harassment](#))

Emotional misconduct – ([How to Recognize, Reduce and Respond to Emotional Misconduct](#))

Physical misconduct – ([How to Recognize, Reduce and Respond to Physical Misconduct](#))

Sexual misconduct (including child sexual abuse) – ([Sexual Misconduct](#)) & ([Signs and Symptoms of Child Sexual Abuse](#))

Contact your local authorities if you have a reasonable suspicion that child sexual abuse or neglect has occurred. All reports of child abuse or sexual assault of a minor must also be reported to local authorities. Reports of abuse not involving a minor may also be reported to local authorities.

Any person observing, having knowledge or experiencing any of the above prohibited activity must immediately report such activity to a member of the program staff, a member of USA Baseball senior staff, or directly through SafeSport: <https://safesport.org/report-a-concern>.

EXPECTATIONS

The following items are expectations of all members of any USA Baseball National Team program:

Players are expected to dress in a neat and clean manner, especially when in public.

When attending special events or occasions the team is expected to appear as a group, and following instructions on appropriate dress as provided.

Members of any National Team program will be expected to honor the team's schedule of games, practices, meetings, ceremonies, social events and curfews.

Uniforms and shoes must be clean and neat for each practice session and game.

Each player will be expected to wear the uniform properly as determined by USA Baseball.

Players are expected to be on time to all team functions. There will be no excuse for being late.

Players are expected to treat anyone in contact with any National Team program (whether bus driver, umpire, hotel staff, general public, etc.) With the utmost gratitude, respect and kindness.

SOCIAL MEDIA

In an age where social media is so readily available, we ask that players be cognizant that their image is an extension of the things they put on these platforms. Whether original content or reposting things others have posted, it is all portrayed as that individual's thought, opinion, preference, or belief. Monitoring of social media activity is done by USA Baseball Program Directors and there is an expectation as a USA Baseball National Team program member, that players hold themselves accountable for their presence in the social media space.

COLLEGE AND PROFESSIONAL SCOUTS

During any USA Baseball National Team program, beginning with the Player Arrival Day until boarding their departing flight, there shall be no "formal" interaction (i.e. One-on-one recruiting / informational meetings) between an athlete and recruiters/advisors without the explicit consent of the athlete's parent or legal guardian and the National Team Program Director.

Understanding that your performance will occur in front of a large number of college and professional scouts, in order to make the most of your national team experience and put your best foot forward for your teammates, we ask that you focus on the task at hand with USA Baseball and have discussions with any of these parties after your time with USA Baseball is complete. Individuals with any questions should contact the National Team Program Director.

TRAVEL

With any National Team program there is some level of travel involved and in some instances, international travel can be involved as well. Below we have outlined important information as it pertains to both domestic and international travel.

USA Baseball defines a player's involvement with any National Team program as beginning when a player arrives to their local airport to board their flight and ending with a player's arrival back to their hometown. When a player arrives to the airport they will be met by a USA Baseball representative and that person will assist in directing that player to the provided transportation.

PACKING

In addition to traveling with one piece of luggage, players are strongly encouraged to pack as lightly as possible. Players will be issued all necessary on-field gear upon arrival and laundry will be done nightly (inclusive of personals) so please keep that in mind when packing. It should also be remembered that gifts, souvenirs, and issued gear will add to the bulk and weight of the baggage for the return flight.

When attending a National Team program that may involve international travel, it is important that players pack enough personal medication and toiletries to last the entirety of the trip should they make the final traveling roster.

It is strongly encouraged that players pack their baseball glove in their carry-on luggage as that is most difficult item to replace should any checked luggage get lost.

EQUIPMENT & UNIFORMS

Players will be provided with quality uniforms and equipment. All items which are issued to individual players will become the responsibility of the individual for the length of the program. Special care should be taken to insure that items are not lost, stolen or left behind. Remember, issued uniforms, clothing and equipment, along with all personal items brought from home are the player's responsibility.

Below is a list of gear considered standard issue at any National Team program to assist as you begin the packing process. The bulk of any player's time with USA Baseball will be spent on the field or in the hotel so additional clothing needs are fairly minimal. Our suggestion is that players focus their packing on undergarments and socks as well as insure they pack their

glove and spikes.

We also ask that all players pack a pair of khaki shorts to be worn at team functions.

- Baseball Belt
- Baseball Socks
- Batting Gloves
- Wristbands
- Laundry Loop
- Baseball Pants
- Polo Shirt
- Cap
- Workout Tops
- Practice Shorts
- Player Towel

Players that make a final National Team will be issued additional gear including but not limited to travel bags, spikes, turf shoes, travel suit, pullover jacket, batting helmet, game uniforms and other items.

We ask that players leave their helmets and catcher's gear at home unless otherwise instructed. These items will be provided by USA Baseball. USA Baseball will also provide approved bats, however, if a player wishes to bring their own they are welcome to.

PASSPORTS

When a player is attending a National Team program that will have an international travel opportunity or component, players must bring a passport with them. The passports will be collected by the Program Director upon arrival and returned at the conclusion of the trials or international event.

For selected players who do not have a passport, it is our recommendation that the process for obtaining one is initiated immediately. Particularly in scenarios in which there is a tight turnaround time, we recommend players use Worldwide Visa & Passport Services, Inc.

<http://www.passportworld.com/u-s--passports.html>

If a player's passport is set to expire within six months

of the expected return date from any international trip, the player will need to get their passport renewed prior to arriving to any USA Baseball National Team program.

If a player needs more information on how to secure a passport, please contact that program's respective Program Director for assistance.

INTERNATIONAL TRAVEL

Anytime USA Baseball takes a team internationally, that program is accompanied by Major League Baseball Resident Security Agents (RSAs). RSAs are high level police officers hired by Major League Baseball and assigned to work with the respective professional team in their community. On any given trip one or two RSAs are assigned to travel with the USA Baseball delegation in a support capacity. They generally speak the language of the country being visited and are familiar with the area. Their primary responsibility is the Team USA delegation and they are with the team from the time they depart the United States until they return.

Some cell phones work internationally, while others do not. We encourage players to be aware via their provider of what the charges will be for international usage. The Line app, Skype calling and whatsapp are all great for international calls/messaging when there is a wifi connection and are free of charge. Imessage from an iphone will also work with no fee over wifi just remember imessage only works from one iphone to another iphone.

Team USA hotel assignments, travel arrangements, meals and other logistics are taken care of by the Local Organizing Committee of any event USA Baseball attends and the Program Director will communicate that information to players, coaches, friends and family when it becomes available.

FRIENDS AND FAMILY

USA Baseball acknowledges the importance of a support system and the desire for friends and family to take part in a loved one's Team USA experience. At no time is it obligated that any friends or family come along, but if they wish to do so they are welcome to. That being said, we do ask that family and friends view this as a business trip for the athlete and respect the player's participation in any National Team Program as such.

There will be time after games or practice sessions at the field to speak with family or friends but please keep those interactions brief as players will have meal,

laundry, transportation and other schedules they must adhere to as a member of a team. Any family or friends wishing to visit athletes in the hotel are welcome to do so in the lobby or other communal areas when an athlete's down time permits. Under no circumstances are family or friends welcome into any athlete's hotel room as stated earlier in the handbook under general rules. We also ask that family or friends understand that team functions either domestically or at an international event do not generally include invitations for guests beyond the official Team USA delegation of players, coaches and staff.

Financially, legally or otherwise, USA Baseball is not responsible for any player's family or friends. While USA Baseball helps when possible in pointing family in the right direction of suggested hotels, flights and other travel logistics, USA Baseball is never responsible for the finances involved with family or friends traveling along with the program.

For those friends and family who cannot join along for the trip, www.usabaseball.com will be updated on a daily basis with rosters, scores, stats and game recaps. When Internet availability allows, there will be live scoring available and that information will be communicated to you by your Program Director or the Press Officer assisting with that program. Each respective program also has a Twitter handle that we recommend friends and family follow for immediate updates.

THE ROAD TO GOLD

Whether a part of a National Team Development Program training domestically or on a final National Team roster going abroad, the road to a gold medal is not an easy one. USA Baseball wants any athlete's exposure with us to be a positive one and regardless of the role played for all players to leave feeling as though they are a member of the USA Baseball family. Our desire is to provide a first-class event so that athletes can focus on playing baseball, representing their country, and making memories and friendships that will last a lifetime.

Should you have additional questions, comments or concerns now that you've read through the handbook, please do not hesitate to reach out to your Program Director. Specific information pertaining to your program such as the team hotel, dates, contact information and the like can be found on the following page.

You've put in a lot of hard work to get this opportunity so we hope you make the most of it!

CONTACT INFO

EVENT DATES

DOMESTIC HOTEL

DOMESTIC FIELD/FACILITY

INTERNATIONAL HOTEL

INTERNATIONAL FLIGHT PLAN

INTERNATIONAL FIELD/FACILITY



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2018 USA BASEBALL NATIONAL TEAM COACH PARTICIPATION FORM

YOUR SIGNATURE IS REQUIRED FOLLOWING EACH SPECIFIC SECTION. THERE ARE MULTIPLE SECTIONS IN THE PARTICIPATION FORM. EACH SECTION AND THIS ENTIRE FORM MUST BE READ, COMPLETED AND SIGNED BEFORE THE PARTICIPANT IS ALLOWED TO TAKE PART IN ANY TRIALS, TRAINING, COMPETITION, MEETING OR TESTING SESSIONS. BY SIGNING THIS FORM, THE PARTICIPANT AFFIRMS HAVING READ AND UNDERSTOOD IT.

#1 - 2018 USA BASEBALL NATIONAL TEAM PARTICIPANT INFORMATION

FULL NAME (as on passport):

PERMANENT HOME ADDRESS:

HOME PHONE: _____ CELLPHONE: _____

EMAIL: _____

SOCIAL SECURITY NUMBER: _____ SEX: _____

PASSPORT#: _____ DATE OF BIRTH: _____

PLACE OF BIRTH (City/State/Country): _____

EMERGENCY CONTACT: _____

RELATIONSHIP: _____ EMERGENCY PHONE: _____

I hereby agree to participate in the 2018 USA Baseball National Team Program and to abide by the regulations set forth by USA BASEBALL.

PARTICIPANT'S SIGNATURE _____ DATE: _____



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#2 - USA BASEBALL CODE OF CONDUCT & SAFESPORT GUIDELINES

USA Baseball believes in the power of sport. We believe sport has an unparalleled ability to teach respect, perseverance and teamwork. It builds self-esteem, confidence and social skills. At its best, sport isn't just a game. It's a community that unites us, challenges intolerance and champions diversity.

All athletes, coaches and staff personnel selected for participation in the training and competition conducted under the auspices of USA BASEBALL must agree to abide by this **CODE OF CONDUCT**. By signing this document, you will be acknowledging that you have read it, understand it, and are willing to abide by the **CODE OF CONDUCT**. If you do not wish to sign it, please contact the USA BASEBALL National Team Director immediately in order that an alternate may be selected to attend the program.

GUIDELINES:

1. Coaches, staff, teammates, opponents, umpires, volunteers, fans and facilities will be treated with respect.
2. As a representative of USA BASEBALL, athletes shall dress and present themselves in a respectable fashion.
3. Permission to leave the team for any reason must be granted by the senior staff of the National Team.
4. A nightly curfew will be established by the program director and coaching staff and observed.
5. All training sessions and meetings will be attended as required by staff. Be on time.
6. There will be no possession or use of any WADA banned substances.
7. Tobacco policy will follow the guidelines set down by Minor League Baseball.
8. Any physical damage to a room or non-perishable items in the room such as towels, pillows, lamps, glasses, etc., will be paid for by those individuals assigned to the room in which the damage or loss occurs.
9. Unacceptable behavior will not be tolerated, including but not limited to:
 - a. Any act considered to be an offense under Federal, State, Local and/or USOC laws or rules;
 - b. Gross misconduct including but not limited to inappropriate behavior, horseplay, stealing, etc.;
 - c. Unsportsmanlike conduct. Unsportsmanlike conduct including but not limited to bat and helmet throwing, arguing calls, and swearing.

Any person observing or having knowledge of any activity which may result in serious bodily harm to a program participant must immediately report such activity to a member of the program staff.

PROHIBITED CONDUCT:

The following conduct is strictly prohibited of all athletes, coaches, and staff personnel:

1. Bullying – ([How to Recognize, Reduce and Respond to Bullying](#))
2. Hazing – ([How to Recognize, Reduce and Respond to Hazing](#))
3. Harassment (including sexual harassment) – ([How to Recognize, Reduce and Respond to Harassment](#))
4. Emotional misconduct – ([How to Recognize, Reduce and Respond to Emotional Misconduct](#))
5. Physical misconduct – ([How to Recognize, Reduce and Respond to Physical Misconduct](#))
6. Sexual misconduct (including child sexual abuse) – ([Sexual Misconduct](#)) & ([Signs and Symptoms of Child Sexual Abuse](#))

Contact your local authorities if you have a reasonable suspicion that child sexual abuse or neglect has occurred. All reports of child abuse or sexual assault of a minor must also be reported to local authorities. Reports of abuse not involving a minor may also be reported to local authorities.

Any person observing, having knowledge or experiencing any of the above prohibited activity must immediately report such activity to a member of the program staff, a member of USA Baseball senior staff, or directly through SafeSport:

<https://safesport.org/report-a-concern>.



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ACTION:

Violations of the **CODE OF CONDUCT** may result in, but are not limited to the following:

1. Full or partial restriction of movement at the Training Center and/or competition site;
2. Suspension from participation in practice and/or games;
3. Expulsion from the program and sent home at own expense;
4. Loss of opportunity to participate in future USA BASEBALL training or competition programs.

Prior to taking any of the actions specified above, the party charged with violation of the **CODE OF CONDUCT** will be advised of the charges against them and given an opportunity to have a hearing per Section 9 of the USOC Bylaws and the By-Laws of the USA BASEBALL Constitution. A copy of this section of the USA BASEBALL By-Laws is included with this information.

I agree to abide by the above **CODE OF CONDUCT** and the training rules and I understand the possible consequences if the rules are violated.

PARTICIPANT'S SIGNATURE _____	DATE _____
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#3 - 2018 USA BASEBALL ATHLETE SAFETY POLICY

USA Baseball believes in the power of sport. We believe sport has an unparalleled ability to teach respect, perseverance and teamwork. It builds self-esteem, confidence and social skills. At its best, sport isn't just a game. It's a community that unites us, challenges intolerance and champions diversity.

All athletes, coaches, task force, scouts, certified athletic trainers and staff personnel selected for participation in the training and competition conducted under the auspices of USA BASEBALL must agree to abide by the following Athlete Safety Policy.

1. Prohibited Conduct

The following conduct is strictly prohibited of all athletes, coaches, and staff personnel:

1. Bullying – ([How to Recognize, Reduce and Respond to Bullying](#))
2. Hazing – ([How to Recognize, Reduce and Respond to Hazing](#))
3. Harassment (including sexual harassment) – ([How to Recognize, Reduce and Respond to Harassment](#))
4. Emotional misconduct – ([How to Recognize, Reduce and Respond to Emotional Misconduct](#))
5. Physical misconduct – ([How to Recognize, Reduce and Respond to Physical Misconduct](#))
6. Sexual misconduct (including child sexual abuse) – ([Sexual Misconduct](#)) & ([Signs and Symptoms of Child Sexual Abuse](#))

This prohibited conduct includes, without limitation:

Romantic or sexual relationships, which began during the sport relationship, between athletes or other participants and those individuals (i) with direct supervisory or evaluative control, or (ii) are in a position of power and trust over the athlete or other participant. Except in circumstances where no imbalance of power exists, coaches have this direct supervisory or evaluative control and are in a position of power and trust over those athletes or participants they coach.

The prohibition on romantic or sexual relationships does not include those relationships where it can be demonstrated that there is no imbalance of power. For example, this prohibition does not apply to a pre-existing relationship between two spouses or life partners. For factors that may be relevant to determining whether an imbalance of power exists, consult the USOC's Athlete Protection Policy



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2. Criminal Background Checks

USA Baseball requires annual criminal background checks for those individuals it formally authorizes, approves or appoints (a) to a position of authority over, or (b) to have frequent contact with athletes.

3. Education & Training

USA Baseball requires education and training concerning the key elements of the United States Olympic Committee SafeSport program for those individuals it formally authorizes, approves or appoints (a) to a position of authority over, or (b) to have frequent contact with athletes.

4. Reporting

Contact your local authorities if you have a reasonable suspicion that child sexual abuse or neglect has occurred. All reports of child abuse or sexual assault of a minor must also be reported to local authorities. Reports of abuse not involving a minor may also be reported to local authorities.

Any person observing, having knowledge or experiencing any of the above prohibited activity must immediately report such activity to a member of the program staff, a member of USA Baseball senior staff, or directly through SafeSport: <https://safesport.org/report-a-concern>.

5. Enforcement

- a. USA Baseball has a grievance process, which is materially free of bias and conflicts of interest, to address allegations of misconduct following the report or complaint of misconduct which has not been adjudicated under a criminal background check.
- b. In cases where the Ted Stevens Act applies, USA Baseball shall comply with the Act's requirements.
- c. The grievance process, whether by policy or operation of law, includes the opportunity for review by a disinterested individual or body.

PARTICIPANT'S SIGNATURE _____

DATE _____



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#4 - 2018 USA BASEBALL NATIONAL TEAM PARTICIPANT ACKNOWLEDGMENT

I hereby acknowledge that all information and signatures on these forms are applicable to my participation in the 2018 USA Baseball National Team Program and I agree to abide by the regulations specified in the Constitution and By-Laws of the United States Baseball Federation (USA BASEBALL) as well as any and all regulations promulgated by the United States Olympic Committee (USOC), the World Baseball Softball Confederation (WBSC), and the Confederation of Pan American Baseball Federations (COPABE) which may be applicable to any international tournaments in which I participate.

I declare that I am eligible and in good standing with the regulations set down by USA BASEBALL, the WBSC, and the International Olympic Committee (IOC). I also declare that I am not under suspension or disciplinary action imposed for the use of illegal drugs or breaches of other athlete regulations. I agree to sign additional documents to this effect when required to do so as dictated by the IOC and the local organizing committee for any international tournaments in which I may participate.

I recognize that if I depart the USA Baseball program for any personal reason, I am responsible for, and will incur the expenses relative to this departure to include, but not limited to, travel expenses.

I certify that, to the best of my knowledge and belief, I am in good physical condition and I am not aware of any present or previous disease or injury that would impair my performance in competition with USA Baseball and agree that, while as a member of the USA Baseball National Team Program, I will keep myself in top physical condition and retain my eligibility status.

PARTICIPANT'S SIGNATURE _____

DATE _____

5 – 2017 USA BASEBALL NATIONAL TEAM INSURANCE INFORMATION

All members of the USA Baseball National Team Program official delegation are covered under USA Baseball’s Sports Accident Insurance Policy (*secondary / excess coverage*) for accidental death dismemberment, and/or loss of sight, and for medical expenses, as well as its’ General Liability Policy. This means that while all injuries that occur as a result of playing for USA BASEBALL are covered under this policy, only those costs are covered that are not first covered by the player’s/family’s own health insurance policy. This coverage is not general health insurance, and does not cover any non-sport related illnesses (i.e. appendectomy, bronchitis, etc.).

Please note, however, that pre-existing conditions are not covered under the USA BASEBALL Sports Accident Insurance Policy. The term "pre-existing conditions" shall mean any condition for which treatment has been provided within six (6) months prior to such injury or one that has not been completely rehabilitated.

Coverage commences at the time the person leaves his residence, place of employment, training site or any other such location, whichever occurs last, for the immediate purpose of joining the USA Baseball National Team program as an invited member of the program. Coverage continues until such time the program member is released from the program and returns to his residence, place of employment, or other USA BASEBALL approved out-bound destination for whatever purpose, whichever comes first.

Benefits in the event of death will be paid to the insured persons' estate unless a beneficiary and his/her relationship to the insured person is filed with USA BASEBALL. Please provide the information requested below on your beneficiary.



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BENEFICIARY INFORMATION: (please complete)

PARTICIPANT'S NAME: _____ SOCIAL SECURITY NUMBER: _____

BENEFICIARY: _____ SOCIAL SECURITY NUMBER: _____

RELATIONSHIP TO PARTICIPANT: _____ ADDRESS OF BENEFICIARY: _____

PARTICIPANT'S SIGNATURE _____ DATE _____

#6 - 2018 USA BASEBALL NATIONAL TEAM MEDICAL RELEASE

I hereby grant permission for athletic screening, a physical exam and, in case of injury, to have an athletic trainer and/or medical doctor provide me with medical assistance and/or treatment. I indemnify and hold harmless USA Baseball and its agents, including the team trainer from any injury, condition, disability or expenses resulting directly or indirectly from the performance or failure to perform proper first aid and/or medical care. Primary insurance coverage must be complete below:

NAME OF CARRIER _____ POLICY NUMBER _____

ADDRESS OF CARRIER _____

PARTICIPANT'S SIGNATURE _____ DATE _____

#7 - 2018 USA BASEBALL NATIONAL TEAM AUTHORIZATION FOR MEDICAL AND OTHER SERVICES

I hereby give consent for USA BASEBALL, the United States Olympic Committee (USOC) or local organizing committees to provide me with medical care and treatment, emergency medical services. I further authorize the release of any medical information necessary to process a claim for accident/medical payment insurance for any injury or illness incurred while I am participating as a member of the USA Baseball National Team program. Additionally, I hereby agree that in the event I elect to obtain any of these medical provisions or treatments and/or any other non-medical related services from any source other than that provided or approved by USA BASEBALL, the USOC or the local organizing committees, I accept full and complete responsibility. I accept full and complete responsibility for those actions and acknowledge that USA BASEBALL, the USOC and any local organizing committee would not be liable or responsible for any of these independently obtained medical treatments or services.

I hereby give consent for USA BASEBALL, the United States Olympic Committee (USOC) or local organizing committees to provide me with transportation, housing and meals associated with participation as a member of the USA Baseball National Team program.

I also hereby agree to wear and use equipment and apparel provided to me by USA BASEBALL through its official suppliers and will cease to wear or use these products only at the consent of USA BASEBALL. If for any extraordinary medical or physiological reason I cannot use these products, I will not be permitted to use any other products until and unless consented to and approved by USA BASEBALL in advance.

PARTICIPANT'S SIGNATURE _____ DATE _____



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#8 - 2018 USA BASEBALL NATIONAL TEAM DRUG TESTING CONSENT STATEMENT

I understand that drug testing may be conducted on a formal basis by the United States Anti-Doping Agency (USADA) and/or a local organizing committee, and that the confirmed detection of USADA banned substances in my urine samples will mean suspension from competition for a minimum of six months.

If found positive as a first time offender, I agree to unannounced drug testing by USADA for one year or throughout the period of national governing body suspension, whichever is longer, in order to be eligible for reinstatement.

I also understand that if a positive result for a USADA banned drug is detected in my sample, I have the right to an appeal and hearing to be conducted under the rules of the USA Baseball Constitution and USOC Constitution.

PARTICIPANT'S SIGNATURE _____	DATE _____
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#9 - 2018 USA BASEBALL NATIONAL TEAM AUTHORIZATION - USE OF LIKENESS

I agree to be filmed and photographed by the official photographers of USA BASEBALL and by any official photographers and network(s) of the United States Olympic Committee and/or International Olympic Committee, and/or the WBSC, and/or the local organizing committee of any international event in which I participate as an USA Baseball National Team Program member. I agree to give to USA BASEBALL the right to use my name, picture, likeness, and biographical information for any non-commercial use to promote the competition in which I compete as well as to promote and fund the success of USA BASEBALL and the USA Baseball National Team Program of which I will participate. The duration of this authorization shall commence with the signing of this authorization below and continue before, during and for twelve (12) months after the period of my participation in any official USA BASEBALL competitions. This authorization to use my name, picture, likeness and biographical information will be limited to my participation with USA BASEBALL. Any use of my name, picture and likeness, must appear in my USA Baseball National Team uniform and/or referenced to my USA Baseball National Team player status. I further agree to allow USA BASEBALL to continue to use my name, picture, and likeness as a USA Baseball National Team member for any non-commercial, educational, or historical purpose that promotes the success of the USA Baseball National Team and USA BASEBALL.

I understand and agree not to use or authorize use of my pictures in the uniforms and equipment provided by USA BASEBALL for the purpose of trade without the consent of USA BASEBALL, which consent shall not be unreasonably withheld. I agree not to use for the purpose of trade, the medals or photos, portraits, or films of myself with any medals which I receive for my performance in any competitions. I further agree to return the uniforms and/or equipment bearing the logos and marks of these competitions if and when demanded if for reasonable cause.

PARTICIPANT'S SIGNATURE _____	DATE _____
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#10 - RIGHT OF APPEAL

INFORMATION ONLY AS PROVIDED FOR BY THE BY-LAWS OF THE UNITED STATES BASEBALL FEDERATION (USBF)

CHAPTER VIII: RIGHT OF OPPORTUNITY TO PARTICIPATE

Section 1. No member of the U.S.B.F. (USA Baseball) may deny or threaten to deny any amateur athlete the opportunity to compete in the Olympic or Pan-American games, a world championship competition, or other protected competition as defined in Section 2 of this Chapter; nor may any member, subsequent to such competition, censure, or otherwise penalize, (a) any such athlete who participated in such competition, or (b) any organization which the athlete represents. The U.S.B.F. shall, by all lawful means at its disposal, protect the right of an amateur athlete to participate if selected (or to attempt to qualify for selection to participate) as an athlete representing the United States in any of the aforesaid competitions.

Section 2. A "protected competition" means any amateur baseball competition between any athletes officially designated by the U.S.B.F. as representing the United States and any athletes representing any foreign countries, where (a) the terms of such competition require that the entrants therein be teams representing the respective nations, and (b) the athletes representing the United States are organized and sponsored by the U.S.B.F. and are selected by the U.S. B. F. in accordance with a defined selection or tryout procedure that is open for all and publicly announced in advance. Except for domestic amateur baseball competition which by its terms requires that entrants therein be expressly restricted to members of a specific class of amateur athletes (such as high school students, college students, members of the Armed Forces, or similar groups or categories), the term "protected competition" shall also include any domestic amateur baseball competition of event organized and conducted by the U.S.B.F. which has been designed by the U.S. B.F. in its selection procedure, and publicly announced in advance, as a competition or event directly qualifying successful competitors therein as an athlete representing the United States in protected competition as defined in the immediately preceding sentence of this Section.

Section 3. Any amateur who alleges that he or she has been denied by a U.S.B.F. member of the U.S.B.F. a right established by Section 1 of this Chapter shall immediately inform the Executive Director of the U.S.B.F. who shall cause an investigation to be made and steps to be taken to settle the controversy without delay. In the event that the Executive Director is unable to resolve the controversy to the satisfaction of the aggrieved athlete, the athlete may submit his claim against such U.S.B.F. member to a panel composed of not less than three impartial members of the Board of Directors, one of whom shall be the Vice President of Athlete Affairs or another Director serving pursuant to Article IX Section 2(d). The panel shall be selected by the Executive Director. Such written claim documenting the alleged denial must be submitted not later than six (6) months after the date of denial. The above described panel, however, (upon request by the athlete in question), is authorized, upon forty-eight (48) hour notice to the parties concerned, and the U.S.B.F., to hear and decide the matter under such procedures as the panel deems appropriate, if the panel determines that it is necessary to expedite such hearing in order to resolve a matter relating to a competition which is so scheduled that compliance with regular procedures would not be likely to produce a sufficiently early decision by the panel to do justice to the affected parties. By maintaining membership in the U.S.B.F., each U.S.B.F. member agrees that any such aforesaid controversy may be submitted to final dispute resolution as provided in this Section and furthermore agrees to be bound by the panel's award as a result thereof.

Section 4. The rights granted to athletes under Sections 1-3 of this Chapter shall equally apply to any coach, trainer, manager, administrator or other official seeking to participate in the conduct of any of the international amateur baseball competitions designated, or referred to, in Section 1.

Section 5. No action may be taken pursuant to Section 3 of this Chapter until such time as the athlete has exhausted all remedies available under the organic documents of the U.S.B.F. member responsible for the alleged denial of a right established by Section 1 of this Chapter.



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USA Baseball Staff Requirements

The following is required of all USA Baseball coaches, scouts, task force and auxiliary staff ahead of their on-field exposure with any National Teams, National Team Development Programs or identification events.

1. **Background Check** – identified individuals must complete and pass a USA Baseball issued background check ahead of moving on to step 2 in the process.
2. **Memorandum of Understanding** - once a background check is passed, identified individual will receive an MOU outlining position, required dates of attendance, educational and SafeSport course requirements and compensation. This must be initialed by the individual and returned to USA Baseball agreeing to all communicated items. Following the execution of the MOU, the individual will receive an email with steps 3, 4 and 5.
3. **SafeSport Education** – identified individual must take the United State Olympic Committee’s SafeSport Training Course and provide USA Baseball with a copy of the certificate of completion.
4. **Online Education** – identified individual must take the USA Baseball Introduction to Pitch Smart and/or Confident Baseball Coach online education courses as directed by the assigned USA Baseball program director.
5. **Paperwork** – identified individual must sign and return the Coach Participation Forms which capture an agreement to the following items:
 - a. USA Baseball Code of Conduct & SafeSport Guidelines
 - b. Athlete Safety Policy
 - c. USA Baseball Team Participation Acknowledgement
 - d. Insurance information
 - e. Medical Release
 - f. Drug Testing Consent
 - g. Use of Likeness Release

Until the above items are completed, this individual will not officially hired or allowed to interact with athletes.



Member, U.S. Olympic Committee



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USA Baseball Athlete Requirements

The following is required of all USA Baseball athletes ahead of their on-field exposure with any National Teams or National Team Development Programs.

1. **National Team Handbook** – identified players must read the entire USA Baseball National Team Handbook outlining expectations of all USA Baseball athletes in conjunction with any National Team and National Team Development Programs.
2. **Teamworks Questionnaire** – identified players must complete the Teamworks questionnaire link with pertinent background information so a Teamwork profile with their information can be created.
3. **Paperwork** – identified players must sign and return the following forms which capture an agreement to the following items:
 - a. *Autograph & Likeness Release*
 - b. *Waiver & Release of Liability Form*
 - c. *Participation Forms* (which include the following):
 - i. USA Baseball Code of Conduct & SafeSport Guidelines
 - ii. Athlete Safety Policy
 - iii. USA Baseball Team Participation Acknowledgement
 - iv. Insurance information
 - v. Medical Release
 - vi. Drug Testing Consent
 - vii. Use of Likeness Release
 - d. *Medical History Form*
4. **Insurance** – identified players must submit a photocopy of their insurance card through the Teamworks platform.
5. **Passport** – identified players must submit a photocopy of their passport through the Teamworks platform.

Until the above items are completed, this athletes will not officially be allowed to participate on-field as a member of Team USA.



Member, U.S. Olympic Committee



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2018 USA BASEBALL NATIONAL TEAM PARTICIPATION FORM

YOUR SIGNATURE, AND THAT OF A PARENT OR GUARDIAN (If under 18), IS REQUIRED FOLLOWING EACH SPECIFIC SECTION. THERE ARE TWO (2) SECTIONS IN THE TEAM PARTICIPATION FORM. EACH SECTION AND THIS ENTIRE FORM MUST BE READ, COMPLETED AND SIGNED BY PARENT OR GUARDIAN (IF NEED BE) BEFORE THE PARTICIPANT IS ALLOWED TO TAKE PART IN ANY TRIALS, TRAINING, COMPETITION, MEETING OR TESTING SESSIONS. BY SIGNING THIS FORM, THE PARTICIPANT AND PARENT OR GUARDIAN AFFIRMS HAVING READ AND UNDERSTOOD IT.

#1 - 2018 USA BASEBALL NATIONAL TEAM PARTICIPANT INFORMATION

FULL NAME (as on birth certificate) _____

FIRST NAME USED/PREFERRED (i.e.: Matt for Matthew): _____

DATE OF BIRTH: _____ SEX: _____

PERMANENT HOME ADDRESS: _____

CITY, STATE, ZIP: _____

TELEPHONE: _____ EMAIL _____

EMERGENCY CONTACT: _____ PHONE: _____

I hereby agree to participate on the USA National Team, and to abide by the regulations set forth by USA BASEBALL.

PARTICIPANT'S SIGNATURE _____ DATE: _____

PARENT/GUARDIAN'S SIGNATURE (If under 18) _____ DATE: _____



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#2 - USA BASEBALL CODE OF CONDUCT & SAFESPORT GUIDELINES

USA Baseball believes in the power of sport. We believe sport has an unparalleled ability to teach respect, perseverance and teamwork. It builds self-esteem, confidence and social skills. At its best, sport isn't just a game. It's a community that unites us, challenges intolerance and champions diversity.

All athletes, coaches and staff personnel selected for participation in the training and competition conducted under the auspices of USA BASEBALL must agree to abide by this **CODE OF CONDUCT**. By signing this document, you will be acknowledging that you have read it, understand it, and are willing to abide by the **CODE OF CONDUCT**. If you do not wish to sign it, please contact the USA BASEBALL National Team Director immediately in order that an alternate may be selected to attend the program.

GUIDELINES:

1. Coaches, staff, teammates, opponents, umpires, volunteers, fans and facilities will be treated with respect.
2. As a representative of USA BASEBALL, athletes shall dress and present themselves in a respectable fashion.
3. Permission to leave the team for any reason must be granted by the senior staff of the National Team.
4. A nightly curfew will be established by the program director and coaching staff and observed. Curfew means in YOUR ROOM at a designated time.
5. All training sessions and meetings will be attended as required by staff. Be on time.
6. There will be no possession or use of any WADA banned substances.
7. Tobacco policy will follow the guidelines at sent down by Minor League Baseball.
8. Any physical damage to a room or non-perishable items in the room such as towels, pillows, lamps, glasses, etc., will be paid for by those individuals assigned to the room in which the damage or loss occurs.
9. Unacceptable behavior will not be tolerated, including but not limited to:
 - a. Any act considered to be an offense under Federal, State, Local and/or USOC laws or rules;
 - b. Gross misconduct including but not limited to inappropriate behavior, horseplay, stealing, etc.;
 - c. Unsportsmanlike conduct. Unsportsmanlike conduct including but not limited to bat and helmet throwing, arguing calls, and swearing.

Any person observing or having knowledge of any activity which may result in serious bodily harm to a program participant must immediately report such activity to a member of the program staff.

PROHIBITED CONDUCT:

The following conduct is strictly prohibited of all athletes, coaches, and staff personnel:

1. Bullying – ([How to Recognize, Reduce and Respond to Bullying](#))
2. Hazing – ([How to Recognize, Reduce and Respond to Hazing](#))
3. Harassment (including sexual harassment) – ([How to Recognize, Reduce and Respond to Harassment](#))
4. Emotional misconduct – ([How to Recognize, Reduce and Respond to Emotional Misconduct](#))
5. Physical misconduct – ([How to Recognize, Reduce and Respond to Physical Misconduct](#))
6. Sexual misconduct (including child sexual abuse) – ([Sexual Misconduct](#)) and ([Signs and Symptoms of Child Sexual Abuse](#))

Contact your local authorities if you have a reasonable suspicion that child sexual abuse or neglect has occurred. All reports of child abuse or sexual assault of a minor must also be reported to local authorities. Reports of abuse not involving a minor may also be reported to local authorities.

Any person observing, having knowledge or experiencing any of the above prohibited activity must immediately report such activity to a member of the program staff, a member of USA Baseball senior staff, or directly through SafeSport:

<https://safesport.org/report-a-concern>.



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ACTION:

Violations of the **CODE OF CONDUCT** may result in, but are not limited to the following:

1. Full or partial restriction of movement at the Training Center and/or competition site;
2. Suspension from participation in practice and/or games;
3. Expulsion from the program and sent home at own expense;
4. Loss of opportunity to participate in future USA BASEBALL training or competition programs.

Prior to taking any of the actions specified above, the party charged with violation of the **CODE OF CONDUCT** will be advised of the charges against them and given an opportunity to have a hearing per Section 9 of the USOC Bylaws and the By-Laws of the USA BASEBALL Constitution. A copy of this section of the USA BASEBALL By-Laws is included with this information. I may contact the USOC Athlete Ombudsman, Kacie Wallace, or the Assistant Athlete Ombudsman, Sara Clark at 719-866-5000 or athlete.ombudsman@usoc.org for further information regarding my rights under this Code that are not answered by USA BASEBALL.

I agree to abide by the above **CODE OF CONDUCT** and the training rules and I understand the possible consequences if the rules are violated.

PARTICIPANT'S SIGNATURE _____	DATE: _____
PARENT/GUARDIAN'S SIGNATURE (If under 18) _____	DATE: _____

#3 - 2018 USA BASEBALL ATHLETE SAFETY POLICY

USA Baseball believes in the power of sport. We believe sport has an unparalleled ability to teach respect, perseverance and teamwork. It builds self-esteem, confidence and social skills. At its best, sport isn't just a game. It's a community that unites us, challenges intolerance and champions diversity.

All athletes, coaches, task force, scouts, certified athletic trainers and staff personnel selected for participation in the training and competition conducted under the auspices of USA BASEBALL must agree to abide by the following Athlete Safety Policy.

1. Prohibited Conduct

The following conduct is strictly prohibited of all athletes, coaches, and staff personnel:

1. Bullying – ([How to Recognize, Reduce and Respond to Bullying](#))
2. Hazing – ([How to Recognize, Reduce and Respond to Hazing](#))
3. Harassment (including sexual harassment) – ([How to Recognize, Reduce and Respond to Harassment](#))
4. Emotional misconduct – ([How to Recognize, Reduce and Respond to Emotional Misconduct](#))
5. Physical misconduct – ([How to Recognize, Reduce and Respond to Physical Misconduct](#))
6. Sexual misconduct (including child sexual abuse) – ([Sexual Misconduct](#)) & ([Signs and Symptoms of Child Sexual Abuse](#))

This prohibited conduct includes, without limitation:

Romantic or sexual relationships, which began during the sport relationship, between athletes or other participants and those individuals (i) with direct supervisory or evaluative control, or (ii) are in a position of power and trust over the athlete or other participant. Except in circumstances where no imbalance of power exists, coaches have this direct supervisory or evaluative control and are in a position of power and trust over those athletes or participants they coach.



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The prohibition on romantic or sexual relationships does not include those relationships where it can be demonstrated that there is no imbalance of power. For example, this prohibition does not apply to a pre-existing relationship between two spouses or life partners. For factors that may be relevant to determining whether an imbalance of power exists, consult the USOC’s Athlete Protection Policy

2. Criminal Background Checks

USA Baseball requires annual criminal background checks for those individuals it formally authorizes, approves or appoints (a) to a position of authority over, or (b) to have frequent contact with athletes.

3. Education & Training

USA Baseball requires education and training concerning the key elements of the United States Olympic Committee SafeSport program for those individuals it formally authorizes, approves or appoints (a) to a position of authority over, or (b) to have frequent contact with athletes.

4. Reporting

Contact your local authorities if you have a reasonable suspicion that child sexual abuse or neglect has occurred. All reports of child abuse or sexual assault of a minor must also be reported to local authorities. Reports of abuse not involving a minor may also be reported to local authorities.

Any person observing, having knowledge or experiencing any of the above prohibited activity must immediately report such activity to a member of the program staff, a member of USA Baseball senior staff, or directly through SafeSport: <https://safesport.org/report-a-concern>.

5. Enforcement

a. USA Baseball has a grievance process, which is materially free of bias and conflicts of interest, to address allegations of misconduct following the report or complaint of misconduct which has not been adjudicated under a criminal background check.

b. In cases where the Ted Stevens Act applies, USA Baseball shall comply with the Act’s requirements.

c. The grievance process, whether by policy or operation of law, includes the opportunity for review by a disinterested individual or body.

PARTICIPANT’S SIGNATURE _____	DATE: _____
PARENT/GUARDIAN’S SIGNATURE (If under 18) _____	DATE: _____



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#4 – 2018 USA BASEBALL NATIONAL TEAM PARTICIPANT ACKNOWLEDGMENT

I hereby acknowledge that all information and signatures on these forms are applicable to my participation on the USA Baseball National Team and I agree to abide by the regulations specified in the Constitution and By-Laws of the United States Baseball Federation (USA BASEBALL) as well as any and all regulations promulgated by the United States Olympic Committee (USOC), the International Baseball Federation (IBAF), and the Confederation of Pan American Baseball Federations (COPABE) which may be applicable to any international tournaments in which I participate.

I declare that I am eligible and in good standing with the regulations set down by USA BASEBALL, the International Baseball Federation (IBAF), and the International Olympic Committee (IOC). I also declare that I am not under suspension or disciplinary action imposed for the use of illegal drugs or breaches of other athlete regulations. I agree to sign additional documents to this effect when required to do so as dictated by the IOC and the local organizing committee for any international tournaments in which I may participate.

I recognize that if I depart the USA Baseball program for any personal reason, I am responsible for, and will incur the expenses relative to this departure to include, but not limited to, travel expenses.

I certify that, to the best of my knowledge and belief, I am in good physical condition and I am not aware of any present or previous disease or injury that would impair my performance in competition with USA Baseball and agree that, while as a member of the USA Baseball National Team, I will keep myself in top physical condition and retain my status.

PARTICIPANT'S SIGNATURE _____ DATE: _____

PARENT/GUARDIAN'S SIGNATURE (If under 18) _____ DATE: _____

#5 – 2018 USA BASEBALL NATIONAL TEAM INSURANCE INFORMATION

All members of the USA Baseball National Team official delegation are covered under USA Baseball's Sports Accident Insurance Policy (*secondary / excess coverage*) for accidental death, dismemberment, and/or loss of sight, and for medical expenses, as well as its' General Liability Policy. This means that while all injuries that occur as a result of playing for USA BASEBALL are covered under this policy, only those costs are covered that are not first covered by the player's/family's own health insurance policy. This coverage is not general health insurance, and does not cover any non-sport related illnesses (i.e. appendectomy, bronchitis, etc.).

Please note, however, that pre-existing conditions are not covered under the USA BASEBALL Sports Accident Insurance Policy. The term "pre-existing conditions" shall mean any condition for which treatment has been provided within six (6) months prior to such injury or one that has not been completely rehabilitated.

Coverage commences at the time the person leaves his/her residence, place of employment, training site or any other such location, whichever occurs last, for the immediate purpose of joining the USA Baseball National Team as an invited member of the program. Coverage continues until such time the program member is released from the program and returns to his/her residence, place of employment, or other USA BASEBALL approved out-bound destination for whatever purpose, whichever comes first.

Benefits in the event of death will be paid to the insured persons' estate unless a beneficiary and his/her relationship to the insured person is filed with USA BASEBALL. Please provide the information requested below on your beneficiary.



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BENEFICIARY INFORMATION: (please complete)

PARTICIPANT'S NAME: _____ SOCIAL SECURITY NUMBER: _____

BENEFICIARY: _____ SOCIAL SECURITY NUMBER: _____

RELATIONSHIP TO PARTICIPANT: _____

ADDRESS OF BENEFICIARY: _____

PARTICIPANT'S SIGNATURE _____ DATE: _____

PARENT/GUARDIAN'S SIGNATURE (If under 18) _____ DATE: _____

#6 - 2018 USA BASEBALL NATIONAL TEAM MEDICAL RELEASE

I hereby grant permission for athletic screening, a physical exam and, in case of injury, to have an athletic trainer and/or medical doctor provide me with medical assistance and/or treatment. I indemnify and hold harmless USA Baseball and its agents, including the team trainer from any injury, condition, disability or expenses resulting directly or indirectly from the performance or failure to perform proper first aid and/or medical care. If I am under 18 years of age, a parent or guardian must provide consent for me to be given medical assistance and/or treatment by signing below. **Primary insurance coverage of said athlete must be complete below:**

NAME OF CARRIER _____

ADDRESS OF CARRIER _____

POLICY NUMBER _____

PARTICIPANT'S SIGNATURE _____ DATE: _____

PARENT/GUARDIAN'S SIGNATURE (If under 18) _____ DATE: _____



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#7 - 2018 USA BASEBALL NATIONAL TEAM AUTHORIZATION FOR MEDICAL AND OTHER SERVICES

I hereby give consent for USA BASEBALL, the United States Olympic Committee (USOC) or local organizing committees to provide me with medical care and treatment, emergency medical services. I further authorize the release of any medical information necessary to process a claim for accident/medical payment insurance for any injury or illness incurred while I am participating as a member of the USA Baseball National Team. Additionally, I hereby agree that in the event I elect to obtain any of these medical provisions or treatments and/or any other non-medical related services from any source other than that provided or approved by USA BASEBALL, the USOC or the local organizing committees, I accept full and complete responsibility. I accept full and complete responsibility for those actions and acknowledge that USA BASEBALL, the USOC and any local organizing committee would not be liable or responsible for any of these independently obtained medical treatments or services.

I hereby give consent for USA BASEBALL, the United States Olympic Committee (USOC) or local organizing committees to provide me with transportation, housing and meals associated with participation as a member of the USA Baseball National Team.

I also hereby agree to wear and use equipment and apparel provided to me by USA BASEBALL through its official suppliers and will cease to wear or use these products only at the consent of USA BASEBALL. If for any extraordinary medical or physiological reason I cannot use these products, I will not be permitted to use any other products until and unless consented to and approved by USA BASEBALL in advance.

PARTICIPANT'S SIGNATURE _____	DATE: _____
PARENT/GUARDIAN'S SIGNATURE (If under 18) _____	DATE: _____

#8 - 2018 USA BASEBALL NATIONAL TEAM DRUG TESTING CONSENT STATEMENT

I understand that drug testing may be conducted on a formal basis by the United States Anti-Doping Agency (USADA) and/or a local organizing committee, and that the confirmed detection of USADA banned substances in my urine samples will mean suspension from competition for a minimum of six months.

If found positive as a first time offender, I agree to unannounced drug testing by USADA for one year or throughout the period of national governing body suspension, whichever is longer, in order to be eligible for reinstatement.

I also understand that if a positive result for a USADA banned drug is detected in my sample, I have the right to an appeal and hearing to be conducted under the rules of the USA Baseball Constitution and USOC Constitution.

PARTICIPANT'S SIGNATURE _____	DATE: _____
PARENT/GUARDIAN'S SIGNATURE (If under 18) _____	DATE: _____



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#9 - 2018 USA BASEBALL NATIONAL TEAM AUTHORIZATION - USE OF LIKENESS

I agree to be filmed and photographed by the official photographers of USA BASEBALL and by any official photographers and network(s) of the United States Olympic Committee and/or International Olympic Committee, and/or International Baseball Federation, and/or the local organizing committee of any international event in which I participate as an USA Baseball National Team member. I agree to give to USA BASEBALL the right to use my name, picture, likeness, and biographical information for any non-commercial use to promote the competition in which I compete as well as to promote and fund the success of USA BASEBALL and the USA Baseball National Team of which I will compete. The duration of this authorization shall commence with the signing of this authorization below and continue before, during and for twelve (12) months after the period of my participation in any official USA BASEBALL competitions. This authorization to use my name, picture, likeness and biographical information will be limited to my participation with USA BASEBALL. Any use of my name, picture and likeness, must appear in my USA Baseball National Team uniform and/or referenced to my USA Baseball National Team player status. I further agree to allow USA BASEBALL to continue to use my name, picture, and likeness as a USA Baseball National Team member for any non-commercial, educational, or historical purpose that promotes the success of the USA Baseball National Team and USA BASEBALL.

I understand and agree not to use or authorize use of my pictures in the uniforms and equipment provided by USA BASEBALL for the purpose of trade without the consent of USA BASEBALL, which consent shall not be unreasonably withheld. I agree not to use for the purpose of trade, the medals or photos, portraits, or films of myself with any medals which I receive for my performance in any competitions. I further agree to return the uniforms and/or equipment bearing the logos and marks of these competitions if and when demanded if for reasonable cause.

PARTICIPANT'S SIGNATURE _____ DATE: _____

PARENT/GUARDIAN'S SIGNATURE (If under 18) _____ DATE: _____

#10 - RIGHT OF APPEAL

INFORMATION ONLY AS PROVIDED FOR BY THE BY-LAWS OF THE UNITED STATES BASEBALL FEDERATION (USBF) (USA BASEBALL)

CHAPTER VIII: RIGHT OF OPPORTUNITY TO PARTICIPATE

Section 1. No member of the U.S.B.F. (USA Baseball) may deny or threaten to deny any amateur athlete the opportunity to compete in the Olympic or Pan-American games, a world championship competition, or other protected competition as defined in Section 2 of this Chapter; nor may any member, subsequent to such competition, censure, or otherwise penalize, (a) any such athlete who participated in such competition, or (b) any organization which the athlete represents. The U.S.B.F. shall, by all lawful means at its disposal, protect the right of an amateur athlete to participate if selected (or to attempt to qualify for selection to participate) as an athlete representing the United States in any of the aforesaid competitions.



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Section 2. A "protected competition" means any amateur baseball competition between any athletes officially designated by the U.S.B.F. as representing the United States and any athletes representing any foreign countries, where (a) the terms of such competition require that the entrants therein be teams representing the respective nations, and (b) the athletes representing the United States are organized and sponsored by the U.S.B.F. and are selected by the U.S.B.F. in accordance with a defined selection or tryout procedure that is open for all and publicly announced in advance. Except for domestic amateur baseball competition which by its terms requires that entrants therein be expressly restricted to members of a specific class of amateur athletes (such as high school students, college students, members of the Armed Forces, or similar groups or categories), the term "protected competition" shall also include any domestic amateur baseball competition of event organized and conducted by the U.S.B.F. which has been designed by the U.S.B.F. in its selection procedure, and publicly announced in advance, as a competition or event directly qualifying successful competitors therein as an athlete representing the United States in protected competition as defined in the immediately preceding sentence of this Section.

Section 3. Any amateur who alleges that he or she has been denied by a U.S.B.F. member of the U.S.B.F. a right established by Section 1 of this Chapter shall immediately inform the Executive Director of the U.S.B.F. who shall cause an investigation to be made and steps to be taken to settle the controversy without delay. In the event that the Executive Director is unable to resolve the controversy to the satisfaction of the aggrieved athlete, the athlete may submit his claim against such U.S.B.F. member to a panel composed of not less than three impartial members of the Board of Directors, one of whom shall be the Vice President of Athlete Affairs or another Director serving pursuant to Article IX Section 2(d). The panel shall be selected by the Executive Director. Such written claim documenting the alleged denial must be submitted not later than six (6) months after the date of denial. The above described panel, however, (upon request by the athlete in question), is authorized, upon forty-eight (48) hours notice to the parties concerned, and the U.S.B.F., to hear and decide the matter under such procedures as the panel deems appropriate, if the panel determines that it is necessary to expedite such hearing in order to resolve a matter relating to a competition which is so scheduled that compliance with regular procedures would not be likely to produce a sufficiently early decision by the panel to do justice to the affected parties. By maintaining membership in the U.S.B.F., each U.S.B.F. member agrees that any such aforesaid controversy may be submitted to final dispute resolution as provided in this Section and furthermore agrees to be bound by the panel's award as a result thereof.

Section 4. The rights granted to athletes under Sections 1-3 of this Chapter shall equally apply to any coach, trainer, manager, administrator or other official seeking to participate in the conduct of any of the international amateur baseball competitions designated, or referred to, in Section 1.

Section 5. No action may be taken pursuant to Section 3 of this Chapter until such time as the athlete has exhausted all remedies available under the organic documents of the U.S.B.F. member responsible for the alleged denial of a right established by Section 1 of this Chapter.



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EXHIBIT D

United States Olympic Committee

Audit Division



Report for:
USA Baseball

Follow-up on:
SafeSport Audit

Dated:
January 22, 2018



January 22, 2018

Paul Seiler
Executive Director
USA Baseball

Dear Paul,

During the second and third quarter of 2017, Baker Tilly Virchow Krause (Baker Tilly) performed a SafeSport audit of USA Baseball. The purpose of this follow-up review is to report on the status of recommendations from the SafeSport audit of USA Baseball dated October 2017. Our methodology was limited to communication with USA Baseball and a review of various policies provided by the organization. The Audit Division did not perform additional audit work to verify action was taken. However, SafeSport will be tested during the routine audit process going forward.

The review found that four recommendations were implemented and are considered closed. One recommendation is in process as USA Baseball is working to ensure all required individuals are in compliance with its updated Athlete Safety Policy. USA Baseball promptly implemented improvements to its Athlete Safety Policy.

We thank you and your staff for assisting in this follow-up review.

Sincerely,

Bridget Toelle, CPA, CIA
Senior Director, Audit

Ellen Senf
Staff Auditor

cc: Scott Blackmun Mike Gaski
Rick Adams Karen Gaunt
Gary Johansen John Gall
Chris McCleary



SafeSport Follow-up Report

USA Baseball

Follow-up Status	Recommendation	Management Response	Follow-up Action
Implemented	<p>USA Baseball must update all applicable SafeSport-related documentation and administrative materials to define and specifically prohibit the six types of prohibited misconduct identified in the Athlete Safety Standards. Further, USA Baseball should update the links included in their SafeSport documentation to the appropriate type of defined misconduct. Specially, USA Baseball must update the link to the definition of harassment.</p>	<p>We agree with the condition and recommendation and will respond to the USOC with a detailed plan to ensure compliance with the current NGB Athlete Safety Policy.</p>	<p>USA Baseball revised and updated the links in its Athlete Safety Policy in November 2017 to address the recommendation.</p>
Implemented	<p>USA Baseball must formally create and/or update their SafeSport-related content to document a formal SafeSport policy that can be made available to all stakeholders, which complies with the Athlete Safety Standards.</p>	<p>We agree with the condition and recommendation and will respond to the USOC with a detailed plan to ensure compliance with the current NGB Athlete Safety Policy.</p>	<p>USA Baseball revised its Athlete Safety Policy in November 2017 to address the recommendation.</p>
In Process	<p>USA Baseball must require that individuals it formally authorizes, approves, or appoints (a) to a position of authority over, or (b) to have frequent contact with athletes complete criminal background checks and education and training requirements in a timely manner and before they have contact with athletes to provide assurance that they are educated on the requirements of the Athlete Safety Standards. The USA Baseball must consistently track and verify criminal background checks and education and training requirements are met for all Required Individuals. USA Baseball should review the testing results and require all necessary individuals to complete the necessary requirements (i.e., criminal background check and/or education and training).</p>	<p>We agree with the condition and recommendation and will respond to the USOC with a detailed plan to ensure compliance with the current NGB Athlete Safety Policy.</p>	<p>USA Baseball is working to ensure all required individuals are in compliance with its updated Athlete Safety Policy and expect full compliance prior to the first on-field interaction with athletes.</p>

Follow-up Status	Recommendation	Management Response	Follow-up Action
Implemented	USA Baseball must update its SafeSport-related documentation and administrative materials to apply to (1) USA Baseball employees; (2) athletes USA Baseball designates for the USADA required testing pool (RTP); and (3) individuals USA Baseball formally authorizes, approves or appoints (a) to a position of authority over, or (b) to have frequent contact with athletes to comply with the Athlete Safety Standards.	We agree with the condition and recommendation and will respond to the USOC with a detailed plan to ensure compliance with the current NGB Athlete Safety Policy.	USA Baseball revised its Athlete Safety Policy in November 2017 to address the recommendation.
Implemented	USA Baseball's SafeSport policy must require that individuals it formally authorizes, approves, or appoints (a) to a position of authority over, or (b) to have frequent contact with athletes complete criminal background checks and education and training requirements in a timely manner and before they have contact with athletes to provide assurance that they are educated on the requirements of the Athlete Safety Standards.	We agree with the condition and recommendation and will respond to the USOC with a detailed plan to ensure compliance with the current NGB Athlete Safety Policy.	USA Baseball revised its Athlete Safety Policy in November 2017 to address the recommendation.