Abuse Prevention Response Process

for usa lacrosse national teams staff and athletes

An Abuse Prevention Report will be received electronically through the USAL Abuse Prevention online reporting form e-mail, phone, or other form of communication. If a report was not received through the online reporting form, one will be completed at [www.usalacrosse.com/abuse-prevention](http://www.usalacrosse.com/abuse-prevention) for record and tracking purposes. The Abuse Prevention Program Manager and the Director of Sport Science will receive all completed online forms, and will be the only USAL staff members with direct access to the online report system unless otherwise specified.

To maintain privacy, information will only be shared with USA Lacrosse staff, retained outside counsel, and the appropriate authorities on an as needed basis only.

If applicable, the Abuse Prevention Manager will verify with reporting party that the suspected abuse or neglect was reported within the federally mandated 24-hour time frame to the appropriate authorities (Child Protective Services and Law Enforcement) in the jurisdiction where the alleged offense occurred.

If a report was not made, the Abuse Prevention Program Manager will assist with the completion of filing a report with the appropriate authorities within the correct jurisdiction.

If the report is received by a USAL Staff member that is not the Abuse Prevention Program Manager or Director, Center for Sport Science and involves abuse or neglect, the receiving staff member is responsible for verifying a report was made to the appropriate authorities within the federally mandated 24-hour time frame. The USL staff member is to complete the USAL Abuse Prevention online reporting form, if not already completed, and notify the Abuse Prevention Program Manager within 24-hours.

Retained outside counsel for USA Lacrosse will be notified of the report and provided with any relevant documentation.

The Abuse Prevention Program Manager will enter all case information into the USL Abuse Prevention Case Management database and continue to update as needed until USAL closes the case.

Retained outside counsel will follow up as appropriate with the reporting party and all involved authorities. If either Child Protective Services or Law Enforcement is conducting a criminal investigation, USAL will refrain from any involvement until further communication is received regarding the status of the investigation.

The accused National Team program participant will immediately be suspended from all National Team activities, which can also impact the participant’s current USAL membership status, including all associated benefits. The VP of Lacrosse Operations will provide notification of suspension (See Appendix B). The Abuse Prevention Program Manager will immediately suspend the National Team program participant’s membership in the membership database.

The VP & Chief Relationship Officer (CRO), Director, Center for Sport Science, SafeSport Program Manager, and National Teams Director and Managers, with recommendations from outside counsel, will come up with a plan to maintain safety of reported victim(s) if they are involved in any National Teams and/or USAL related activities.

When a decision is communicated from Child Protective Services and/or Law Enforcement, or if the member’s actions are in violation of USA Lacrosse code/policies, the VP & CRO, with the agreement from outside counsel, will notify the National Team program participant of his/her right to appeal the suspension of their membership (See Appendix C). The appeal letter includes instructions on how to initiate the appeal process and a description of all required documentation. The Abuse Prevention Program Manager will update the membership database and Case Management database with the notification date and any other relevant information.

If the National Team program participant chooses to appeal the temporary suspension of their membership, the Abuse Prevention Membership Appeals process is to be followed (as outlined in the Abuse Prevention Membership Appeals Process SOP), with the exception that case review and recommendation for action against the membership will occur in partnership with outside counsel.

While an individual’s actions may not be in violation of criminal or civil law, actions may still be in violation of USA Lacrosse policies and codes. USAL reserves the right to terminate membership at any time in this process depending on the severity of their action(s).