



## **USA WATER POLO, INC. RULES GOVERNING COACHES' CONDUCT**

### **General Statement**

Membership in USA Water Polo as a coach, including participation in USA Water Polo sanctioned events, is a privilege, not a right. Due to the influence of coaches upon athletes, and their position as spokespersons for the teams that they coach, the role of coaches is particularly important to USA Water Polo's fulfillment of its goals and mission. Accordingly, at all times, as representatives of our sport and organization, coaches are expected to adhere to the highest standards of conduct on their own part, to observe these Rules, to insist that the athletes under their supervision observe the rules applicable to those athletes and to discipline the athletes under their supervision if those athletes violate the rules applicable to those athletes. Violation of these Rules may result in a temporary or permanent suspension of a coach's USA Water Polo membership.

### **Sportsmanship**

Coach members of USA Water Polo are expected to demonstrate good sportsmanship. This includes, but is not limited to, avoiding the following conduct:

1. Hazing, bullying, harassing or taunting: (a) an athlete, (b) a coach, (c) a referee or (d) any person participating in, or conducting, USA Water Polo sanctioned events. As used in this Code of Conduct:

a. The term "hazing" means: (i) coercing, requiring, forcing or wilfully tolerating any humiliating, unwelcome or dangerous activity that serves as a condition for (A) joining a group or (B) being socially accepted by a group's members or (ii) any act or conduct described as hazing under federal or state law. Examples of hazing include, without limitation, behaviors such as: (i) requiring or forcing a person to consume alcohol or illegal drugs, (ii) tying, taping or otherwise physically restraining another person, (iii) unconsented to sexual simulations or sexual acts of any nature, (iv) sleep deprivation, otherwise unnecessary schedule disruption or the withholding of water and/or food, (v) requiring social actions (e.g. grossly inappropriate or provocative clothing) or public displays (e.g. public nudity) that are illegal or meant to draw ridicule, (vi) beating, paddling or other forms of physical assault or (vii) excessive and disproportionate training requirements focused on individuals on a team. Activities that fit the definition of hazing are considered to be hazing regardless of a person's willingness to cooperate or participate in the activity.

b. The term "bullying" means: (i) the commission of, or wilfully tolerating another person to commit, physical or non-physical behaviors that are intended, or have the reasonable potential, to cause fear, humiliation or physical harm in an attempt to socially exclude, diminish or isolate the target of the bullying and (ii) any act or conduct that is defined as bullying under any applicable federal or state law. Examples of bullying include, without limitation, behaviors such as: (i) hitting, pushing, punching, beating, biting, striking, kicking, choking or slapping another person, (ii) throwing at, or hitting, another person with objects, such

as sporting equipment, (iii) teasing, ridiculing or intimidating another person, (iv) spreading false rumours or making false derogatory statements about another person or (v) using electronic communications, social media, or other technology to harass, frighten, intimidate or humiliate another person. Bullying does not include reasonable attempts to establish normative team behaviors or to promote team cohesion.

c. The term “harassing” means: (i) a physical and/or non-physical behavior that is intended to: (a) cause fear, humiliation or annoyance, (b) offend or degrade, (c) create a hostile environment or (d) reflect discriminatory bias in an attempt to establish dominance, superiority or power over an individual athlete or group based on gender, race, ethnicity, culture, religion, sexual orientation, gender expression or mental or physical disability; or (ii) any act or conduct described as harassment under federal or state law. Examples of harassment include, without limitation, behaviors such as: (a) hitting, pushing, punching, beating, biting, striking, kicking, choking or slapping another person; (b) throwing at, or hitting, another person with objects, including sporting equipment, (c) making negative or disparaging comments about another person, including that person’s sexual orientation, gender expression, disability, religion, skin color, or ethnic traits, (d) displaying offensive materials, gestures, or symbols, or (e) withholding or reducing playing time to an athlete based on his or her sexual orientation.

2. Physically or emotionally abusing: (a) an athlete, (b) coach, (c) a referee or (d) any person participating in, or conducting, USA Water Polo sanctioned events.

a. The term “emotional abuse” means a deliberate, non-contact behavior that has the potential to cause emotional or psychological harm to another person, regardless of age, including any act or conduct that is defined as emotional abuse or misconduct under any federal or state law. Such behaviors include verbal acts and acts that deny attention or support. Examples of emotional abuse include, without limitation, behaviors such as: (i) verbal behaviors that attack an athlete personally (e.g., making derogatory comments about a person’s appearance, race, sex, religion, age, disability, national origin or sexual orientation), (ii) excessively yelling at a particular participant or participants in a manner that serves no productive training or motivational purpose, (iii) physically aggressive behaviors, such as throwing sport equipment, water bottles or chairs at, or in the presence of, participants, or punching walls, windows or other objects, (iv) ignoring an athlete for extended periods of time or (v) arbitrarily excluding participants from practice or competitions.

b. The term “physical abuse” means: (i) contact or non-contact conduct that results in, or reasonably threatens to cause, physical harm to another person or participant, regardless of age or (ii) any act or conduct described as physical abuse or misconduct under any federal or state law (e.g. child abuse, child neglect, assault). Physical misconduct does not include professionally accepted coaching methods of skill enhancement, such as a coach demonstrating water polo skills. Examples of physical abuse include, without limitation, behaviors such as: (i) punching, beating, biting, striking, choking or slapping another person, (ii) intentionally hitting another person with objects including sporting equipment, (iii) isolating an athlete in a confined space, (iv) forcing an athlete to assume a painful stance or position for no athletic purpose (e.g. requiring an athlete to kneel on a harmful surface), (iv) withholding, recommending against or denying adequate hydration, nutrition, medical attention or sleep, (v) providing alcohol to an athlete under the legal drinking age (under the more stringent of U.S. law or the law of the jurisdiction in which the alcohol is furnished), (vi) providing illegal drugs or non-prescribed prescription medications to another person, (vii) encouraging or permitting an athlete to return to play prematurely following a serious injury (e.g., a concussion) and without the clearance of a medical professional or (viii) prescribing dieting or other weight-control

methods (e.g., weigh-ins, caliper tests) without regard for the nutritional well-being and health of athlete.

3. Using obscene gestures, or profane or unduly provocative language toward: (a) an athlete, (b) a coach, (c) a referee or (d) any person participating in, or conducting, USA Water Polo sanctioned events;

4. Publicly and unduly criticizing: (a) an athlete, (b) a coach, (c) a referee or (d) any person participating in, or conducting, USA Water Polo sanctioned events including, but not limited to, inciting others to engage in conduct in violation of these Rules.

In addition to not engaging in the foregoing types of conduct themselves, USA Water Polo coach members are required to: (a) educate and set expectations for ensuring good sportsmanship by the athletes under their supervision, (b) impose appropriate discipline in cases in which athletes under their supervision do not display good sportsmanship or otherwise violate USA Water Polo's rules or policies applicable to those athletes, or play in a persistently overaggressive, malicious or violent manner and (c) disassociate themselves from others who may be engaged in conduct in violation of these rules. Violation of these requirements will subject the offending coach to discipline including, without limitation, suspension of the offending coach's USA Water Polo membership.

### **Violent Behavior**

Although water polo is a physical sport, USA Water Polo coach members are expected to refrain from encouraging athlete members from engaging in any act with the intent of causing injury to another athlete. In addition, USA Water Polo coach members are expected to control the athletes under their supervision and to impose appropriate penalties in cases in which those athletes engage in conduct with the intent of causing injury to an athlete. Failure to control athletes under their supervision or to impose appropriate penalties in cases in which those athletes engage in conduct with the intent of causing injury to another athlete will subject the offending coach to discipline including, without limitation, suspension of the offending coach's membership in USA Water Polo

### **Recruiting**

USA Water Polo recognizes that its coach members have the right to transfer from one club to another club, or to form new clubs, as well as the right to recruit athletes to their club. USA Water Polo requires, however, that any athlete recruiting that takes place be done in an ethical manner. Unethical recruiting tactics include: (a) making unduly derogatory comments about the athletes or coaches affiliated with another club and (b) using a coach's position of authority over an athlete to attempt to recruit an athlete. Examples of the latter type of prohibited conduct include a high school or Olympic Development Program coach: (i) threatening an athlete with discriminatory treatment, or discriminating against an athlete, as a penalty for the athlete not affiliating with the coach's club or (ii) promising an athlete preferred treatment, or providing an athlete with preferred treatment, in exchange for the athlete affiliating with the coach's club. Engaging in unethical recruiting will subject the offending coach to discipline including, without limitation, suspension of the offending coach's membership in USA Water Polo

## **Injuries**

### Injuries During a Game

If a coach member observes, or is told, that an athlete (whether or not the athlete is affiliated with the team for which the coach is responsible) has suffered a substantial blow to the head, an impact that causes a substantial and sudden movement of the head or a head injury during a game, the coach member is required to report that fact to a referee so that the game may be suspended in accordance with USA Water Polo Rule 25.3(b) and the athlete assessed. If, the athlete is affiliated with the team for which the coach is responsible and, during the foregoing assessment, the affected athlete: (1) displays any of the following symptoms: (a) appears dazed or stunned, (b) is confused about assignment or position, (c) forgets sports plays, (d) is unsure of game, score or opponent, (e) moves clumsily, (f) answers questions slowly, (g) loses consciousness (even briefly), (h) shows behavior or personality changes, (i) cannot recall events prior to the blow or (j) cannot recall events after the blow, (2) reports any of the following symptoms: (a) headache or pressure in the head, (b) nausea or vomiting, (c) balance problems or dizziness, (d) double or blurry vision, (e) sensitivity to light, (f) sensitivity to noise, (g) feeling sluggish, hazy, foggy or groggy, (h) concentration or memory problems, (i) confusion or (j) just does not feel right, or (3) has sustained a head injury, then the affected athlete must be removed from further athletic activity for the remainder of the day and until the affected athlete's coach receives a completed and signed Certificate in the form attached to these Rules as Exhibit 1.

### Injuries Other Than During a Game

If a coach member observes, or is told, that an athlete (whether or not the athlete is affiliated with the team for which the coach is responsible) has suffered a substantial blow to the head, an impact that causes a substantial and sudden movement of the head or a head injury other than during a game, the coach member is required to stop any athletic activity in which the athlete may have been engaged to assess the affected athlete. If the affected athlete: (1) displays any of the following symptoms: (a) appears dazed or stunned, (b) is confused about assignment or position, (c) forgets sports plays, (d) is unsure of game, score or opponent, (e) moves clumsily, (f) answers questions slowly, (g) loses consciousness (even briefly), (h) shows behavior or personality changes, (i) cannot recall events prior to the blow or (j) cannot recall events after the blow, (2) reports any of the following symptoms: (a) headache or pressure in the head, (b) nausea or vomiting, (c) balance problems or dizziness, (d) double or blurry vision, (e) sensitivity to light, (f) sensitivity to noise, (g) feeling sluggish, hazy, foggy or groggy, (h) concentration or memory problems, (i) confusion or (j) just does not feel right, or (3) has sustained a head injury, then the affected athlete must be removed from further athletic activity for the remainder of the day and until the affected athlete's coach receives a completed and signed Certificate in the form attached to these Rules as Exhibit 1.

### Reporting Injuries

Within twelve hours of the time that a coach member observes, or is told, that an athlete 17 years of age or younger (whether or not the athlete is affiliated with the team for which the coach is responsible) has been removed from athletic activity due to a substantial blow to the head, an impact that causes a substantial and sudden movement of the head or a head injury, the coach member is required to send an e-mail to USA Water Polo at: [csicard@usawaterpolo.org](mailto:csicard@usawaterpolo.org) with a copy to: [mlam@usawaterpolo.org](mailto:mlam@usawaterpolo.org) containing the following information: (a) the time and date at which the athlete was removed from athletic activity, (b) the symptoms observed and (c) any treatment provided to the athlete.

## **Registration**

Coaches may not register as coach members of USA Water Polo under more than one name or more than one time. Coach members may not participate in USA Water Polo sanctioned events unless they are properly named on the team roster for that event.

## **Incident Reports**

USA Water Polo referee members are required to submit Incident Reports to USA Water Polo's Director of Referees with respect to each of the following, whenever they occur in any USA Water Polo sanctioned event: (a) any misconduct foul committed by an athlete, (b) any brutality foul committed by an athlete, (c) any red card issued to any coach or athlete and (d) any other inappropriate circumstance that materially affected any game officiated by a referee including, without limitation, any material injury to an athlete (whether or not a foul of any type was called with respect to that injury), any materially inappropriate behavior by one or more spectators, and any unprofessional behavior by a fellow referee or any game participant. Those reports are then reviewed by USA Water Polo's Director of Referees, or his/her designee. Coach members are required to cooperate with such review including, without limitation, providing information to the reviewer upon request. Failure to cooperate with such review will subject the offending coach to discipline including, without limitation, suspension of the offending coach's USA Water Polo membership.

In the event that an Incident Report is filed with respect to the behavior of a USA Water Polo coach member, following the foregoing review, and after affording the coach member who is the subject of the incident report with an opportunity to present evidence to the reviewer, the USA Water Polo coach member will be advised as to whether or not the USA Water Polo coach member is being assessed a "point." Any USA Water Polo coach member who receives: (a) two (2) points in any ninety (90) day period shall automatically be suspended as a USA Water Polo coach member for a period ending upon the later of: (i) two (2) weeks from the date upon which the coach member receives notice that the coach member has received a second point within a ninety (90) day period and (ii) the date upon which the coach completes a course of study with the Positive Coaching Alliance, (b) three (3) points in any six (6) month period shall automatically be suspended as a USA Water Polo coach member for a period of ninety (90) days following the date upon which the coach member receives notice that the coach member has received a third point within a six (6) month period, (c) four (4) points in any twelve (12) month period shall automatically be suspended as a USA Water Polo coach member for a period of ninety (90) days following the date upon which the coach member receives notice that the coach member has received a fourth point within a twelve (12) month period and (d) five (5) points in any twenty-four (24) month period shall automatically be suspended as a USA Water Polo coach member for a period of ninety (90) days following the date upon which the coach member receives notice that the coach member has received a fifth point within a twenty-four (24) month period. The foregoing penalties are cumulative, meaning that suspensions served as a result of the accumulation of points are additive to one another, for example, the ninety (90) day suspension served on account of a coach member's receipt of three points within any six month period shall not be credited against the additional ninety (90) day suspension that a coach member would be required to serve upon the coach member's receipt of a fourth point within a one year period, even if the six month and one year periods overlapped. The foregoing penalties are in addition to any penalties that may be imposed as a result of the filing of a grievance against such coach.

## **Drugs and Alcohol**

USA Water Polo coach members shall not: (a) encourage an athlete to commit a doping violation as defined by the International Olympic Committee, the World Anti-Doping Agency, the United States Anti-Doping Agency, the United States Olympic Committee or the Federation Internationale de Natation or (b) use or provide alcohol or drugs in violation of local, state, or national laws.

## **Relationship with Athletes**

USA Water Polo coach members shall not engage in any financial or sexual relationship with athletes. As used in these Rules, sexual relationships include: (a) sexual touching and (b) non-contact sexual acts such as verbal acts (e.g. a coach discussing his or her sex life with an athlete or a coach asking an athlete about his or her sex life), sexually suggestive electronic or written communications, exposure or voyeurism. The only exemption from this Rule exists for relationships between spouses or life partners. In the event that any USA Water Polo coach member suspects that a violation of this Rule has occurred, that coach member is required to report such suspicion to USA Water Polo's Chief Executive Officer. As a matter of policy, USA Water Polo does not investigate reports of inappropriate sexual relationships or attempt to evaluate the credibility or validity of any such reports prior to informing an appropriate law enforcement authority and the U.S. Center for SafeSport of the substance of such reports.

Coaches shall actively promote the good health and well-being of athletes, deferring to the judgment of medical advisors and, in the case of athletes who are minors, the parents of such athletes, regarding an athlete's ability to participate in any athletic activity. Coaches shall not discriminate against athletes based upon their race, sex, religion, age, disability (except where such disability affects an athlete's ability to perform), national origin or sexual orientation.

## **Background Screening**

USA Water Polo coach members are required to obtain and pass a background check from a background checking organization retained by USA Water Polo at least every two years and to remain in compliance with USA Water Polo's background screening criteria at all times. USA Water Polo's background screening criteria are set forth on Appendix 1 to these Rules.

### Failure to Pass a Background Check

Failure to obtain and pass the background check will preclude the failing coach member from registering with USA Water Polo as a coach member. Should a prospective coach member fail to pass his or her background check, that coach member may request an exemption from the requirement that the coach member pass the background check from USA Water Polo by following the appeal process as set forth in the materials that the coach receives from the background screening provider. The provider will then forward the background screening report and the exemption request to a special hearing panel appointed by USA Water Polo's Chief Executive Officer to hear requests for exemptions under this Rule. That hearing panel: (a) shall refer all requests for exemption involving matters required to be submitted to the U.S. Center for SafeSport (the "Center") by the Center's rules then in effect to the Center for decision, (b) may refer requests for exemption involving matters not required to be submitted to the Center by the Center's rules then in effect to the Center for decision and (c) shall decide all requests for exemption not referred to the Center. All information provided to the members of the hearing panel hearing the request for exemption will be held in confidence, except that information provided with regard to requests for exemption referred to the Center will be provided to the

Center. There is no charge for seeking an exemption from the requirement that a prospective coach pass a background check.

#### Failure to Remain in Compliance with USA Water Polo's Background Screening Criteria

In the event that an event occurs that would cause an existing coach member to fail a background check, the coach member is required to report the occurrence of that event via e-mail to USA Water Polo's Membership Director within forty-eight hours of the occurrence of the event. Failure to timely file the report provided for in this provision shall constitute a violation of these Rules that will subject the offending coach to sanctions, including suspension of the coach's membership in USA Water Polo.

The report required by this Rule may include a request that USA Water Polo exempt the coach from the requirement that the coach member remain in compliance with USA Water Polo's background screening criteria. There is no charge for requesting an exemption. In the event that an exemption is not requested, the coach member's membership shall be immediately suspended. If an exemption is requested:

(a) USA Water Polo's Chief Executive Officer shall review the request and determine whether the alleged background criteria violation is based upon conduct that, pursuant to rules adopted by the Center, is required to be referred to the Center. If, in USA Water Polo's Chief Executive Officer's discretion, the conduct alleged in the exemption request is such as to be required to be referred to the Center, USA Water Polo's Chief Executive Officer shall refer the exemption request to the Center, to be administered pursuant to such procedures as the Center may adopt from time to time. If, in USA Water Polo's Chief Executive Officer's discretion, the conduct alleged in the request is such as to not require referral to the Center, USA Water Polo's Chief Executive Officer nonetheless may refer the request to the Center, to be administered pursuant to such procedures as the Center may adopt from time to time.

(b) If USA Water Polo's Chief Executive Officer does not refer the exemption request to the Center:

(i) USA Water Polo's Chief Executive Officer may conduct a hearing with respect to the request and, following such hearing, in his/her discretion, provisionally suspend the coach member's membership in USA Water Polo for a period not to exceed thirty (30) days.

(ii) Whether or not USA Water Polo's Chief Executive Officer conducts a hearing or provisionally suspends the coach member's membership in USA Water Polo, USA Water Polo's Chief Executive Officer shall refer the exemption request to a special hearing panel appointed by USA Water Polo's Chief Executive Officer to hear requests for exemptions under this Rule.

Following referral of the request for exemption to the special hearing panel, the special hearing panel shall decide the request for exemption *de novo*, i.e., without regard to any decision that may have been made by USA Water Polo's Chief Executive Officer following any hearing that may have been conducted by USA Water Polo's Chief Executive Officer.

#### Confidentiality

All information provided to USA Water Polo and the members of the special hearing panel pursuant to this provision will be held in confidence, except that information provided with regard to requests for exemptions referred to the Center will be provided to the Center.

#### Appeal

In the event that the special hearing panel concludes that a coach failing to pass the background check should not be eligible for membership as a USA Water Polo coach member, the coach may appeal from the special hearing panel's ruling as provided in Article 14.12 of USA Water

Polo's Bylaws. Any appeal from a decision by the Center shall be conducted in accordance with such rules as the Center may adopt from time to time.

### **CPR and First Aid Certification**

Coach members of USA Water Polo are required to have current certifications in both cardio pulmonary resuscitation and first aid, from organizations acceptable to USA Water Polo, on file with USA Water Polo's Membership Services Department. Organizations acceptable to USA Water Polo include, but are not limited to, the American Red Cross and the American Heart Association. Coach members should contact USA Water Polo's Membership Services Department if they have any questions regarding whether or not an organization providing cardio pulmonary resuscitation and/or first aid certificates are acceptable to USA Water Polo. Failure to have an acceptable certification in both cardio pulmonary resuscitation and first aid on file will result in the immediate suspension of the coach member's USA Water Polo membership without the necessity of any party filing a grievance. Should a coach member believe that his or her coach membership was wrongfully suspended under the provisions of this rule, that coach member may file a grievance in accordance with the procedures described below for reporting rules violations.

Coach members of USA Water Polo are also required to successfully complete the concussion and head injury education offered by USA Water Polo at least once, either online or in person, before becoming a coach member of USA Water Polo.

### **Reporting Rules Violations**

Any person who believes that a violation of USA Water Polo's Rules Governing Coaches' Conduct has occurred may report such violation by submitting a written grievance to USA Water Polo at the following address:

Mai N. Lam  
USA Water Polo, Inc.  
2124 Main Street, Suite 240  
Huntington Beach, California 92648  
Fax: (714) 960-2431  
E-Mail: [mlam@usawaterpolo.org](mailto:mlam@usawaterpolo.org)

All grievances must: (a) identify the coach against whom the grievance is being filed, (b) provide the details of the complained of conduct, (c) request the imposition of a specific sanction, such as the suspension of the coach member's membership in USA Water Polo and (d) include either a filing fee in the sum of \$100.00 or a request that the filing fee be waived for reasons of financial hardship. Any request for a waiver of the filing fee will be acted upon by USA Water Polo's Chief Executive Officer and, if the requested waiver is not approved, the filing fee must be paid prior to the time that USA Water Polo takes any further action on account of the grievance. Notwithstanding the foregoing, the following persons need not pay the filing fee referred to above: (a) a referee with respect to any Rule violation that is alleged to have occurred during, or in close proximity to, any game officiated by that referee, or (b) any official of a tournament with respect to any Rule violation that is alleged to have occurred during, or in close proximity to, the tournament for which that official was responsible.

Upon USA Water Polo's receipt of the grievance and filing fee (if required and not waived as provided above), USA Water Polo's Chief Executive Officer will review the grievance and determine whether it is based upon conduct that, pursuant to rules adopted by the United States

Olympic Committee, is required to be referred to the Center. If, in USA Water Polo's Chief Executive Officer's discretion, the conduct alleged in the grievance is such as to be required to be referred to the Center, USA Water Polo's Chief Executive Officer shall refer the grievance to the Center, to be administered pursuant to such procedures as the Center may adopt from time to time. If, in USA Water Polo's Chief Executive Officer's discretion, the conduct alleged in the grievance is such as to not require referral to the Center, USA Water Polo's Chief Executive Officer nonetheless may refer the grievance to the Center, to be administered pursuant to such procedures as the Center may adopt from time to time. If USA Water Polo's Chief Executive Officer does not refer the grievance to the Center, USA Water Polo's Chief Executive Officer shall appoint a hearing panel consisting of three (3) individuals to hear the grievance. In the event that the grievance is sustained, the Hearing Panel or the Center, as applicable, may, in its sole and absolute discretion, depending upon the severity of the conduct that led to the filing of the grievance, direct that the \$100.00 filing fee be refunded to the party filing the grievance.

As a condition of membership in USA Water Polo and any competition or event sanctioned by USA Water Polo, each USA Water Polo coach shall comply with, and be bound by, the safe sport rules policies and procedures of the Center and to submit, without any reservation or condition, to the Center's jurisdiction for the resolution of any alleged violations of the Center's rules, policies and procedures, as they may be amended from time to time. With respect to complaints referred to the Center, to the extent that any rule or procedure that may be adopted by USA Water Polo (including any rule or procedure in these Rules) is inconsistent with a rule or procedure adopted by the Center, the rule or procedure adopted by the Center shall govern.

All grievances will administered by USA Water Polo in confidence with the following exceptions: (a) the party against whom the grievance was filed shall be provided with a copy of the grievance and any evidence offered in support of the grievance; (b) if the grievance is referred to the Center, the Center shall be provided with a copy of the grievance and any evidence offered in support of, or in opposition to, the grievance and (c) if the grievance is upheld, the penalty imposed upon the party against whom the grievance was filed may be disclosed as may be necessary or convenient, in USA Water Polo's sole and absolute discretion, to those persons who may need to know of the existence of such penalty in order to enforce such penalty.

A brief description of the procedures that will be followed in connection with the filing of a grievance that is referred to a USA Water Polo hearing panel is posted on USA Water Polo's website. The procedures followed by the Center with respect to grievances referred to the Center are posted on the Center's website at <https://safesport.org>. Parties considering the filing of a grievance are urged to review those procedures prior to doing so.

## **Enforcement**

Alleged violations of these Rules may be brought to the attention of USA Water Polo as provided in Article 14 of the USA Water Polo's Bylaws and shall be addressed by the Center or a hearing panel appointed as provided in these Rules. The Center or the hearing panel, as applicable, may impose such sanctions as they deem appropriate including, but not limited to, placing the offending coach member on probation, suspending the coach member's USA Water Polo membership for a period of time, or permanently barring the coach member from membership in USA Water Polo, depending upon the severity of the violation and the history, if any, of previous violations of these Rules, or other rules promulgated by USA Water Polo, by the coach member.

Coach members are required to cooperate with respect to USA Water Polo's enforcement of its rules. This includes, but is not limited to: (a) cooperating with any investigation that may be conducted by the Center, (b) participating in grievance proceedings in which they are witnesses to the conduct that is the subject of the grievance, (c) providing complete and truthful testimony at grievance hearings (d) identifying athletes who are alleged to have committed violations of the Rules Governing Athletes' Conduct and (e) enforcing any penalty that may be imposed for a violation of USA Water Polo's rules. The failure to cooperate with regard to the foregoing is a violation of these Rules and any coach failing to cooperate with regard to the foregoing is subject to sanctions including, without limitation, the suspension of that coach's USA Water Polo membership.

## APPENDIX 1

### BACKGROUND SCREENING CRITERIA

Any of the following shall constitute violations of USA Water Polo's Background Screening Criteria:

1. Found guilty of, imposition of a deferred sentence for, or any plea of guilty or no contest (*nolo contendere*) at any time, past or present, or the existence of any pending charges, for:
  - (a) all sex offenses (examples include, but are not limited to: child molestation, rape, sexual assault, sexual battery, sodomy, prostitution, solicitation, sexual misconduct and indecent exposure);
  - (b) all felony offenses involving violence, (examples include, but are not limited to: murder, manslaughter, aggravated assault, kidnapping, robbery and aggravated burglary);
  - (c) all felony offenses not involving violence or sexual misconduct (examples include, but are not limited to: possession, distribution or intent to distribute illegal drugs or substances, theft, embezzlement, fraud and child endangerment);
  - (d) all misdemeanour violent offenses. (examples include, but are not limited to: simple assault, battery, domestic violence and hit & run driving);
  - (e) any crimes against children; or
  - (f) more than one misdemeanour drug or alcohol offense (examples include: driving under the influence, simple drug possession, drunk and disorderly conduct, public intoxication and possession of drug paraphernalia); or
2. Found guilty of, imposition of a deferred sentence for, or any plea of guilty or no contest (*nolo contendere*) at any time within the past seven years, or the existence of any pending charges, for any misdemeanour drug and alcohol offense (examples include: driving under the influence, simple drug possession, drunk and disorderly conduct, public intoxication and possession of drug paraphernalia.).