USA VOLLEYBALL SAFE SPORT

Annual Safe Sport Notice

MAAPP • Duty to Report • How to Report a Concern

Dear USA Volleyball Member,

Every athlete deserves to play in a safe, positive, and respectful environment free from abuse and misconduct. USA Volleyball sends this notice every year so that everyone in our volleyball community (USAV coaches, USAV staff, athletes, arbitrators, officials, Region staff, board of directors, and athletic trainers) knows our athlete safety policies, their responsibilities, and how to report a concern.

Attached to this email for your immediate reference:
- ► USA Volleyball 2025 Minor Athlete Abuse Prevention Policies (MAAPP)
- ► 2025 MAAPP At-A-Glance
- ► 2026 SafeSport Code for the U.S. Olympic and Paralympic Movement

Please read this email and the attached documents carefully, and keep them for reference.

1 Minor Athlete Abuse Prevention Policies (MAAPP)

A copy of USA Volleyball's Center-approved 2025 Minor Athlete Abuse Prevention Policies (MAAPP), effective January 1, 2025, and the MAAPP At-A-Glance summary are attached to this email. You can also find them online:

Read the USA Volleyball MAAPP ›

MAAPP at a Glance: **2025 MAAPP At-A-Glance (PDF)**
MAAPP webpage: **usavolleyball.org/safesport/maapp**

The MAAPP are required by federal law and the U.S. Center for SafeSport. They set clear boundaries that reduce opportunities for abuse, including limits on:

- One-on-one interactions between adults and minor athletes, which must be **observable and interruptible**
- Electronic communications and social media with minor athletes
- Local travel and team travel
- Locker rooms and changing areas
- Massages and rubdowns/athletic training modalities

Violations of the MAAPP are reportable even when no abuse occurred. Following these policies protects athletes and the adults who work with them.

2 Education and Training

- **Adults who must complete training:** Adult Participants who have regular contact with or authority over minor athletes must complete the SafeSport Trained Core course and stay current with the annual

Refresher before they have that contact or authority. Check your status in your USA Volleyball member account.

- **Training for parents and guardians (free):** USA Volleyball offers free training on preventing and reporting child abuse. We strongly encourage every parent and guardian to complete it: **Parent training**
- **Training for minor athletes (free):** Age-appropriate training on prevention and reporting is available for youth athletes, with parent or guardian consent: **Athlete training**
- **All training resources: SafeSport training hub**

3 Your Duty to Report (Mandatory Reporting)

Under the SafeSport Code, **every Adult Participant has a personal duty to report.** Reporting to a coach, club director, or supervisor does not satisfy your obligation, and you must report even if you believe someone else already has. Not knowing about the reporting duty is not a defense, and failing to report is a violation of the Code.

IF YOU LEARN OF OR REASONABLY SUSPECT…	YOU MUST REPORT TO…	WHEN
Child abuse, including child sexual abuse	Law enforcement **and** the U.S. Center for SafeSport, and follow any state reporting law	**IMMEDIATELY**
Sexual misconduct (involving an adult or a minor)	The U.S. Center for SafeSport	**WITHIN 24 HOURS**
Retaliation, abuse of process, aiding and abetting, or criminal charges or dispositions involving sexual misconduct or misconduct involving minors	The U.S. Center for SafeSport	**PROMPTLY**
Physical or emotional misconduct (including bullying, hazing, and harassment) and **MAAPP violations**	USA Volleyball/your Region (or the Center)	**PROMPTLY**

Remember:

- Do **not** investigate or try to decide whether an allegation is true. A good-faith report does not require proof.
- Include names and identifying information of the people involved if you know them, and keep the Center updated if you learn more.
- The duty applies even if you learned of the allegation before you became a member, and even if the victim is now an adult but was a minor at the time.
- Victims are never required to report their own abuse.

4 How to Report

Emergency or immediate danger? Call 911

CONCERN	HOW TO REPORT
Child abuse	Local law enforcement and child protective services. State resources: **childwelfare.gov reporting directory**
Sexual misconduct, child abuse, retaliation, and other matters within the Center's jurisdiction	**U.S. Center for SafeSport: Report a Concern online** or call **833-5US-SAFE (587-7233)**
Physical or emotional misconduct, bullying, hazing, harassment, MAAPP violations	**USA Volleyball: Incident Reporting Form**

- Anonymous reports are accepted, though they may limit our ability to follow up.
- **Reporting is always free.** USA Volleyball prohibits staff, Regions, and clubs from charging any fee to file a Safe Sport report.
- Knowingly making a false or malicious report is prohibited.

5 Confidentiality of SafeSport Investigations

The Center's response and resolution process is confidential by federal law (36 U.S.C. § 220541). To protect everyone involved and the integrity of the process:

- **Do not share confidential materials.** You may not disclose outside the process any Notice of Allegation, Temporary Measures decision, Notice of Decision, Investigation Report, interview statements, recordings or transcripts, or arbitration materials, unless the law requires it or the Center authorizes it.
- **Never identify a Claimant publicly.** Publicly disclosing a Claimant's identifying information is Abuse of Process.
- **Do not interfere.** Do not discourage anyone from reporting or participating, pressure or intimidate anyone involved, try to influence the outcome, or secretly record any part of the Center's process.
- **Avoid speculation and gossip.** If you are a witness or learn about a matter, please do not discuss it with teammates, families, or on social media. Spreading information can harm the people involved and interfere with the investigation.
- **Parties' own experience:** Under the Code, a Claimant or Respondent may discuss the incident, their own participation in the process, and the outcome, but may not identify a Claimant publicly or share confidential materials.
- These rules also apply to Advisors, support persons, and parents or family members acting on behalf of a participant. Their conduct may be treated as a violation by the participant.

> **Violating these rules may be Abuse of Process under the SafeSport Code and can result in sanctions.**

6 Retaliation Is Prohibited

Retaliation against anyone who reports a concern, participates in an investigation, or is connected to an allegation is a violation of the SafeSport Code. Retaliation includes threatening, intimidating, harassing, coercing, or any action that could discourage a reasonable person from reporting or participating. This

includes actions such as removing an athlete from a team, cutting playing time, or making negative social media posts. It is prohibited before, during, and after any process, even if no violation is ultimately found.

> **Retaliation must be reported to the U.S. Center for SafeSport.**

7 The SafeSport Code

A copy of the 2026 SafeSport Code (effective January 1, 2026) is attached to this email. The SafeSport Code defines prohibited conduct, reporting obligations, and the Center's process. **The USOPC, all NGBs and all LAOs must comply with the policies and procedures within the Code.** All USA Volleyball members are Participants bound by the Code.

Read the Current SafeSport Code ›

8 Read the SafeSport Code: Prohibited Conduct

> **Action requested:** All Participants should read the attached **2026 SafeSport Code** (effective January 1, 2026), paying particular attention to **Section IX, Prohibited Conduct**.

The Prohibited Conduct section is the heart of the SafeSport Code. It defines the forms of abuse and misconduct that are not tolerated anywhere in sport, and it serves two important purposes:

- **It protects athletes.** By clearly naming and defining abuse and misconduct, the Code protects athletes of every age and level from harm at practices, competitions, team travel, and online.
- **It sets clear expectations for every adult.** It informs all Adult Participants of their duty **not to engage** in these behaviors, so that coaches, officials, club staff, volunteers, and parents share the same standard of conduct.

Under the Code, Prohibited Conduct includes:

CATEGORY	INCLUDES, FOR EXAMPLE
Child Abuse	Any form of abuse of a minor, including child sexual abuse
Sexual Misconduct	Sexual harassment, nonconsensual sexual contact or intercourse, sexual exploitation, exposing a minor to sexual content or imagery, sexual bullying, and sexual hazing
Emotional and Physical Misconduct	Emotional misconduct (including stalking), physical misconduct, bullying (including cyberbullying), hazing, and harassment
Criminal Charges or Dispositions	Certain criminal charges or dispositions, such as those involving child abuse or sexual misconduct
Aiding and Abetting	Helping, enabling, or covering up another person's Prohibited Conduct
Misconduct Related to Reporting	Failing to report when required, or knowingly making a false report
Misconduct Related to the Center's Process	Abuse of process, such as interfering with an investigation or breaching confidentiality

CATEGORY	INCLUDES, FOR EXAMPLE
Retaliation	Taking adverse action against anyone who reports or participates in a process
MAAPP / Proactive Policy Violations	Violating the Minor Athlete Abuse Prevention Policies or other proactive policies
Other Inappropriate Conduct	Other conduct that is inappropriate in sport, as defined in the Code

> **Every Adult Participant has a duty not to engage in Prohibited Conduct.** When each of us understands these standards, models respectful behavior, and speaks up when something is wrong, we create a healthy, positive, and safe sport environment for **all** athletes and participants.

9 Questions

Contact USA Volleyball Safe Sport at **USAVSafeSport@usav.org** or visit **usavolleyball.org/safesport**.

Thank you for helping us keep volleyball safe for every athlete.

Sincerely,

Liani Reyna
Director
USA Volleyball Safe Sport