



Safety and Security of Athletes and Employees Subcommittee

A subcommittee of U.S. Ski & Snowboard's Ethics Committee

Committee members

Raymond Mey, Security consultant

Carlie Christensen, retired U.S. Attorney for the District of Utah

Yong Hui Ahn, MD, Physician practicing in Park City and Salt Lake City

Job description: The purpose of the external committee is to provide external oversight to policy and process and confirm that matters are addressed appropriately.

- I. U.S. Ski & Snowboard receives a matter from the SafeSport organization:
 - Committee reviews
 - If SafeSport is investigating; coordinate with them
 - Committee decides if U.S. Ski & Snowboard needs its own investigation
 - Gives to outside investigators to gather facts (they may need an introduction to the individuals so that the individuals are assured they represent the organization)
 - Facts are returned to Committee and possibly reported to SafeSport
 - Committee makes recommendations, and if an employee is involved, includes the Leader of the employee's team (who may have already been included to gather information)
 - If the SafeSport matter is informational and not something SafeSport is acting upon, the Committee needs to determine what follow up is needed with the impacted people, including support services
- II. U.S. Ski & Snowboard receives a complaint from one employee about another, unrelated to athletes, or receives information about conduct toward or by employees
 - No SafeSport involved; may or may not be handled by Committee
 - Committee may refer to employee's leader and HR to handle jointly
 - Use outside investigators at discretion, as needed
 - Identify any support services needed
- III. U. S. Ski & Snowboard receives a complaint about treatment of an athlete at any level or receives information about inappropriate treatment of or toward an athlete
 - Review complaint

- Notify SafeSport, if applicable
- Coordinate with SafeSport
- Have outside investigators gather facts
- Report facts to the committee
- Committee makes recommendation
 - o Include Club Education if Club is involved
 - o Include Team Leader and HR if employee is involved
 - o Include Athletic Leader
- Determine any support services needed for impacted people

IV. Interim Measures

While SafeSport is considering a matter, it may provide U.S. Ski & Snowboard with direction about suspending a person from employment or membership. If SafeSport does not provide direction, U.S. Ski & Snowboard must determine if interim measures are appropriate and advise SafeSport of the interim measures. Interim measures may include the following:

- Termination or suspension of employment
 - o Determination by CEO, CHRO and applicable Team leader
- Termination or suspension of an athlete's team membership
 - o Determination by Chief of Sport, with input from CEO, CHRO and applicable Sport Director
- Termination or suspension of membership in U. S. Ski & Snowboard
 - o Determination by CEO and CFO, with input from CHRO, applicable Team Leader, Club Education and Membership Director

1/28/19