RESPONSE AND RESOLUTION POLICY

Policy Owner: General Counsel
Effective Date: November 5, 2026

SECTION 1: REPORTING A CONCERN

A Complainant's vital job is simply to report the allegation to the appropriate entity(ies). **DO NOT** evaluate the credibility of the allegation or investigate it.

A Complainant may at any time file a report anonymously to ANY of the following three organizations:

1. To USA Football

To report a concern involving alleged emotional misconduct, physical misconduct, sexual misconduct, violations of the MAAPP, or child abuse, to USA Football, an individual may:

- Submit a form online: Athlete Protection & Abuse Prevention - USA Football

Athlete Protection & Abuse Prevention | USA Football

- Email USA Football: abuse@usafootball.com
- Call USA Football: 1-877-5-FOOTBALL or 317-614-7750

USA Football will immediately, but no later than 24 hours, report any reports of sexual misconduct or child abuse, including sexual or physical child abuse, that it receives to the Center.

2. To the U.S. Center for SafeSport

The U.S Center for SafeSport (the "Center") accepts all reports of sexual misconduct and child abuse, including sexual and physical child abuse, with the U.S. Olympic and Paralympic Movement. Individuals may also submit a report to the Center here.

- Online: Report a Concern – U.S. Center for SafeSport
- Phone: 833-5US-SAFE (587-7233)

Any report received by USA Football of an allegation that falls within the Center's exclusive jurisdiction must be referred directly to the Center immediately and no later than within 24 hours. USA Football will also notify the USOPC Security and Athlete Safety Office as soon as possible, and no later than 24 hours, after learning of an allegation of Prohibited Conduct, or after imposing or being notified of a sanction or temporary measure, where required by Appendix B (Athlete Safety Policy) of the USA Football MAAPP,

including matters involving an Olympic and Paralympic Training Center, a USOPC Sponsored Event, or a USOPC Delegation Event.

USA Football will respond to requests from the Center within 72 hours regarding the eligibility status of a Participant* and the existence of USA Football-imposed temporary measures of safety plans.

* **Participant:** Any individual who is seeking to be. Currently is, or was at the time of any alleged Code violation

1. Any member or license holder of USA Football;
2. An employee or board member of USA Football;
3. Within the governance or disciplinary jurisdiction of USA Football;
4. Authorized, approved, or appointed by USA Football to have regular contact with or authority over Minor Athletes *

**Participant is defined by U.S Center for SafeSport*

3. <u>To the USOPC</u>

U.S. Olympic & Paralympic Committee ("USOPC") is a federally chartered nonprofit corporation that serves as the National Olympic Committee and National Paralympic Committee for the United States.

Individuals may contact the USOPC Office of Athlete Safety to report any allegations of abuse. The USOPC will report all allegations of sexual misconduct, and child abuse, to the Center. The USOPC will refer allegations of emotional misconduct, physical misconduct, or violations of the Minor Athlete Abuse Prevention Policies ("MAAPP") that do not fall under the USOPC's jurisdiction to the Center and/or USA Football.

Individuals may report an incident to the USOPC's office of Athlete Safety by calling (719)-866-3869 or online at Reporting a Concern - USOPC

To Law Enforcement- Mandatory Reporting is required

1.<u>To Law Enforcement</u>

All cases of suspected emotional, physical, or sexual abuse of a minor (under the age of 18) must be reported to law enforcement immediately. Filing a report with the USOPC's Office of Athlete Safety, the Center or USA Football does not satisfy this obligation.

SECTION 2: USA FOOTBALL REPORTING REQUIREMENTS

Mandatory Reporting Requirements Related to Child Abuse, including Child Sexual or Physical Abuse (An individual who is, or is believed by the Respondent to be, under the age of 18)

Child Abuse

An Adult Participant who learns of information that a child has suffered an incident of child abuse, must immediately:

1. Make a report to law enforcement AND
2. Make a report to the Center AND
3. Comply with any other applicable reporting requirements under state or federal law.

Sexual Misconduct

An Adult Participant3 who learns of information that a Participant has committed sexual misconduct must immediately:

- Make a report to the Center

An Adult Participant * may make a report to USA Football, but a report to USA Football alone is not sufficient. An Adult Participant must make a report to the Center.

*Adult Participant: Any adult (18 years of age or older) who is:

1. A member or license holder of USA Football;
2. An employee or board member of USA Football;
3. Within the governance or disciplinary jurisdiction of USA Football;
4. Authorized, approved, or appointed by USA Football to have regular contact with or authority over Minor Athletes. *Adult Participant is defined by U.S. Center for SafeSport*

Physical Misconduct, Emotional Misconduct, and MAAPP Violations

An Adult Participant who learns of information that a Participant has committed physical misconduct, emotional misconduct, or a MAAPP violation must: make a report to USA Football.

An individual who is, or is believed by the Respondent to be, under the age of 18.

3 Adult Participant: Any adult (18 years of age or older) who is:

1. A member or license holder of USA Football;
2. An employee or board member of USA Football;
3. Within the governance or disciplinary jurisdiction of USA Football;
4. Authorized, approved, or appointed by USA Football to have regular contact with or authority over Minor Athletes. *

**Adult Participant is defined by U.S. Center for SafeSport*

SECTION 3: INTAKE AND INVESTIGATIVE PROCEDURE TO SEE WHAT MISCONDUCT OCCURRED

How Reports Made to USA Football of Child Abuse, including Child Sexual or Physical Abuse, or Sexual Misconduct are handled:

Pursuant to the "Protecting Young Victims from Sexual Abuse and SafeSport Act of 2017", USA Football has a legal obligation, and will meet its obligation, in reporting any report of child abuse, including child sexual or physical abuse, once USA Football becomes aware of the report immediately and no later than within 24 hours to:

1. Law enforcement consistent with section 226 of the Victims of Child Abuse Act of 1990 (34 U.S.C. Sec. 20341);
2. The Center; and
3. Comply with any other applicable reporting requirements under state or federal laws

All other Sexual Misconduct Reports received by USA Football will be reported immediately and no later than within 24 hours to:

1. The Center;
2. Law enforcement; and
3. Comply with any other applicable reporting requirements under state or federal laws

USA Football will not interfere, or attempt to interfere in, or attempt to influence the outcome of any investigation by the Center or law enforcement.

Reports Outside of the Center's Exclusive Jurisdiction

USA Football may review and, where appropriate, investigate allegations of physical misconduct, emotional misconduct, or violations of the MAAPP.

Upon receipt of such a report, USA Football will first determine whether the matter is more appropriately addressed through the USA Football Grievance Policy or through its response and resolution procedures.

USA Football will:

- Evaluate the report to determine jurisdiction and appropriate handling;
- Determine where the matter should be addressed through USA Football's internal process; and
- Notify the reporting party, when identifiable, of the jurisdictional determination and next steps.
- Promptly notify the reporting party, when identifiable, of its jurisdictional determination, including whether the matter will be addressed by USA Football or referred to the Center.

Where USA Football determines that it has jurisdiction and the matter is appropriate for internal handling, USA Football will conduct a preliminary inquiry and, where warranted, a formal investigation to determine whether a violation of applicable policies has occurred. Investigations may include the collection of relevant information, interviews of involved parties and witnesses, and review of available evidence.

If USA Football determines that reported conduct may constitute unlawful behavior, it will report such conduct to the appropriate law enforcement agency.

To avoid interference with external legal processes, USA Football may delay, pause, or refrain from conducting an internal investigation when a matter is subject to an active law enforcement investigation or pending criminal prosecution.

Preliminary Inquiry

Upon receive of a report, USA Football will conduct a preliminary inquiry to determine whether:

- The allegation falls within its jurisdiction; and
- There is sufficient information to proceed

If USA Football deems there is insufficient information to determine if there is reason to believe the alleged misconduct occurred, USA Football may administratively close the matter, with the option to reopen it if additional information becomes available

Investigation Process

Where appropriate, USA Football will initiate an investigation to determine whether a violation of applicable policies has occurred.

Investigations may include:

- Collection and review of relevant documents and evidence;
- Interviews of the reporting party, respondent, and any relevant witnesses; and
- Consideration of all available information.

Participants and witnesses who are Adult Participants are expected to cooperate with investigations. USA Football may delay, pause, or refrain from conducting an internal investigation when:

- There is an active law enforcement investigation; or
- The matter is under the jurisdiction of the Center.

USA Football strictly prohibits retaliation before, during, and after the reporting and resolution process for any allegation of misconduct, whether handled by USA Football or the U.S. Center for SafeSport. The

Compliance Department is responsible for ensuring that all procedures related to the tracking and handling of reported allegations are followed in accordance with this policy.

Effect of Criminal or External Proceedings

The existence or outcome of a criminal or civil proceeding does not determine whether a violation of USA Football policies has occurred.

USA Football may proceed with its review or investigation regardless of whether:

- Criminal charges are filed, dismissed, or reduced; or • A respondent is acquitted or not prosecuted.

Temporary Measures and Safety Plans

At any point before the matter is final, USA Football may implement temporary measures or safety plans to ensure the safety or well-being of any of the parties. Such measures may include, but are not limited to:

- Modifications to participation or access;
- Contact limitations between the parties; and
- Temporary suspension from participation.

Methods of Resolution

USA Football may resolve matters through one or more of the following:

- Administrative Closure: When insufficient evidence exists or other factors warrant closure. • Informal Resolution: Where appropriate and agreed upon by relevant parties.
- Formal Determination: Following an investigation, USA Football will determine whether a policy violation occurred and impose any appropriate outcomes or sanctions.

USA Football will notify relevant parties of the outcome, as appropriate.

Decision-Making

USA Football will determine whether a violation occurred based on a preponderance of the evidence standard.

If a violation is found, USA Football will determine appropriate corrective action or sanctions in accordance with its policies.

Recording

No audio, video, or artificial intelligence recording of any kind is permitted during meetings with USA Football officials other than as authorized by USA Football. USA Football will perform all recordings as it deems appropriate.

Documentation

USA Football will maintain documentation of all reports received, including:

- Intake determinations;
- Actions taken; and
- Final outcomes, as applicable.

SECTION 4: TRACKING OF REPORTED ALLEGATIONS

Reported allegations within USA Football's jurisdiction are submitted through an online reporting form on USA Football's website, which is hosted on a third-party platform used to collect and store report data, supporting documentation, and initial case information.

USA Football maintains an internal tracking system to monitor and document the status and resolution of all reported allegations within its jurisdiction.

This internal tracking system includes the following:

1. How the allegations were responded to.
2. The respective outcome of each reported allegation under USA Football's jurisdiction.
3. Violations that fall under USA Football's jurisdiction in which the Center declines jurisdiction.

SECTION 5: SUBMITTING "DATA OF MATTERS ADDRESSED" TO THE CENTER

USA Football will submit Data of Matters addressed to the Center annually regarding:

a. Reports of emotional misconduct made to USA Football:

i. Total number of incidents reported of alleged emotional misconduct

ii. Total number of investigations of alleged emotional misconduct

iii. Total number of violations of emotional misconduct

b. Reports of physical misconduct made to USA Football

i. Total number of incidents reported of physical misconduct

ii. Total number of investigations of alleged physical misconduct

iii. Total number of violations of physical misconduct

c. Reports that a Participant violated the MAAPP made to USA Football

i. Total number of MAAPP violations reported

ii. Total number of investigations of alleged violations of MAAPP

iii. Total number of violations of MAAPP

This information will include data from USA Football, and it will be submitted by USA Football's legal department.