

## Reporting Obligations for Adult Participants

An Adult Participant who learns of information or reasonably suspects that a child has suffered an incident of Child Abuse, including sexual abuse, must immediately:

- a. Make a report to law enforcement **AND**
- b. Make a report to the U.S. Center for SafeSport **AND**
- c. Comply with any other applicable reporting requirements under state law.

Reporting to the Center alone is not sufficient. You must report to both the Center, to law enforcement, and comply with any other applicable state or federal laws. Information about state reporting requirements is available at [www.childwelfare.gov/topics/responding/reporting](http://www.childwelfare.gov/topics/responding/reporting).

### **Sexual Misconduct:**

An Adult Participant who learns of information or reasonably suspects that an incident of Sexual Misconduct has occurred, must immediately report the incident directly to the Center.

If the Sexual Misconduct involves a Minor, it must be reported as Child Abuse as detailed above.

Child Abuse and Sexual Misconduct reporting requirements apply regardless of whether the suspected victim is an adult or Minor at the time the alleged incident becomes known or suspected.

### **Emotional Misconduct, Physical Misconduct, or MAAPP/Proactive Policy Violations:**

An Adult Participant who learns of information or reasonably suspects that an incident of Emotional or Physical Misconduct (including Bullying, Stalking, Hazing, and Harassment) or a violation of the Minor Athlete Abuse Prevention Policies (MAAPP) or other proactive policies has occurred must report it to the organization (USOPC, NGB, or LAO) with which the Adult Participant is affiliated.

Nothing in the Code requires a victim of Child Abuse or other misconduct, including Sexual Misconduct, to self-report.

## What is Bullying Behavior?

Behavior that is:

1. Repeated or severe
2. Aggressive
3. Directed at a Minor (a person under the age of 18), and
4. Intended or likely to hurt, control, or diminish the Minor emotionally, physically, or sexually.

## What is Included in Bullying Behavior?

Bullying Behavior can include:

1. **Physical** – Hitting, spitting at, throwing objects at another person
2. **Verbal** – Ridiculing, taunting, name-calling, threatening
3. **Social/Cyberbullying** – Spreading false rumors, using social media to diminish a person's reputation, intimidate, or humiliate them
4. **Criminal Conduct** – Any conduct described as bullying under federal or state law

## Bullying Behavior – Exclusions

Conduct may not be considered Bullying Behavior under the Code if it is:

1. Rude (inadvertently saying or doing something hurtful)
2. Mean (purposefully saying or doing something hurtful, but not as a part of a pattern of behavior)
3. Arising from conflict or struggle between persons who perceive they have incompatible views or positions
4. Professionally accepted coaching methods of skill enhancement, physical conditioning, team building, appropriate discipline, or improved Athlete performance

An Adult Participant who learns of information or reasonably suspects that an incident of Emotional or Physical Misconduct prohibited under the Code, including Bullying Behavior, has occurred must report it to the organization (USOPC, NGB, or LAO) with which the Adult Participant is affiliated. An Adult Participant can also satisfy this reporting requirement by reporting to the Center.

## Sexual Bullying Behavior – Sexual Misconduct

Sexual Bullying Behavior is Bullying Behavior (repeated or severe, aggressive, directed at a Minor, intended or likely to hurt control or diminish the Minor emotionally, physically, or sexually) that is also sexual in nature. This includes but is not limited to ridiculing or taunting that is sexual in nature or based on gender or sexual orientation (real or perceived), gender traits or behavior, or teasing someone about their looks or behavior as it relates to sexual attractiveness.

Sexual Bullying Behavior is considered Sexual Misconduct under the Code and will always involve a Minor, which means Adult Participants must immediately report such known or reasonably suspected incidents to law enforcement and the Center, and comply with any other applicable reporting requirements under state law. Information about state reporting requirements is available at [www.childwelfare.gov/topics/responding/reporting](http://www.childwelfare.gov/topics/responding/reporting).

## Spotting Misconduct

Read each of the following scenarios and identify the type of misconduct, if any, then click on the appropriate course of action for the Adult Participant. Let's include up here: Answers can be found on page 10.

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### EXAMPLE 1

Jason is a 13-year-old basketball player on a U14 team. After practice, he comes to his adult coach and says that every day since the season started two months ago, one of his teammates has been taking pictures of Jason and sharing them on social media and the team's text message thread with offensive captions about Jason's weight, threats to beat him up, and encouraging teammates to ignore Jason at practice. This behavior caused Jason to feel humiliated and scared.

#### *Is this misconduct under the Code?*

- A. Yes, Sexual Bullying Behavior
- B. Yes, Cyberbullying
- C. Yes, Hazing
- D. No misconduct

#### *What reporting obligation, if any, does the adult coach have under the Code?*

- A. The coach is required to report to law enforcement and the Center, and comply with any other applicable reporting requirements under state law
  - B. The coach is required to report to law enforcement
  - C. The coach is required to report to their organization (USOPC, NGB, or LAO)
  - D. The coach is not required to report this conduct
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### EXAMPLE 2

Liam is a 16-year-old hockey player and the newest Athlete on a club team that includes both Minor and adult Athletes. During a three-week stretch, two of his teammates poke him in the buttocks with their hockey sticks or fingers each time Liam is changing in the locker room. On the last occasion, the two teammates pinned Liam down and tried to put the handle of a hockey stick between Liam's buttocks. Each of these incidents is witnessed by an 18-year-old teammate.

#### *Is this misconduct under the Code?*

- A. Yes, Sexual Bullying Behavior
- B. Yes, Verbal Bullying Behavior
- C. Yes, Hazing
- D. No misconduct

***What reporting obligations, if any, does the adult teammate have under the Code?***

- A. The coach is required to report to law enforcement and the Center and comply with any other applicable reporting requirements under state law
  - B. The coach is required to report to law enforcement
  - C. The coach is required to report to their organization (USOPC, NGB, or LAO)
  - D. The coach is not required to report this conduct
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**EXAMPLE 3**

Jane is a 15-year-old gymnast. After going from a long hairstyle to a very short one the night before, one of her teammates makes a comment to Jane in front of the team that she must be “transitioning” to a male. Jane reports the comment to her adult athletic trainer.

***Is this misconduct under the Code?***

- A. Yes, Sexual Bullying Behavior
- B. Yes, Verbal Bullying Behavior
- C. Yes, Hazing
- D. No, the behavior does not rise to the level of a violation under the Code.

***What reporting obligation, if any, does the adult athletic trainer have under the Code?***

- A. The trainer is required to report to law enforcement and comply with any other applicable reporting requirements under state law.
  - B. The trainer is required to report to law enforcement only
  - C. The trainer is required to report to the Center only
  - D. The coach is required to report to their organization (USOPC, NGB, or LAO)
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**EXAMPLE 4**

Andrew is a 14-year-old soccer player and the smallest Athlete on his U15 team. Throughout the season, the largest Athlete on the team constantly targets Andrew by tackling him unnecessarily during practice and pushes Andrew into lockers when the coaches are not within eyesight. Andrew eventually tells an adult assistant coach about the incidents.

***Is this misconduct under the Code?***

- A. Yes, Sexual Bullying Behavior
- B. Yes, Physical Bullying Behavior
- C. Yes, Hazing
- D. No, the behavior does not rise to the level of a violation under the Code.

***What reporting obligation, if any, does the assistant coach have under the Code?***

- A. The coach is required to report to law enforcement and the Center and comply with any other applicable reporting requirements under state law.
  - B. The coach is required to report to law enforcement only
  - C. The coach is required to report to their NGB/LAO
  - D. The coach is not required to report at all.
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**EXAMPLE 5**

Kim is a 17-year-old Athlete on a youth swim team. On multiple occasions in the locker room, one of her teammates followed her around while calling Kim offensive names, mocking her, and threatening to punch her in the face. An 18-year-old manager of the swim team observes each of these incidents.

***Is this misconduct under the Code?***

- A. Yes, Sexual Bullying Behavior
- B. Yes, Verbal Bullying Behavior
- C. Yes, Hazing
- D. No misconduct

***What reporting obligations, if any, does the adult manager have under the Code?***

- A. The manager is required to report to law enforcement and the Center and comply with any other applicable reporting requirements under state law.
- B. The manager is required to report to law enforcement only
- C. The manager is required to report to their NGB/LAO
- D. The manager is not required to report at all.

## What is Hazing?

While Bullying Behavior is directed toward Minors, Hazing can be directed toward any age group.

Hazing is defined as any conduct that:

1. Subjects another person, whether physically, mentally, emotionally, or psychologically
2. To anything that may endanger, abuse, humiliate, degrade, or intimidate the person
3. As a condition of joining or being socially accepted by a group, team, or organization.

Purported Consent by the person subjected to Hazing is not a defense, regardless of the person's perceived willingness to cooperate or participate.

## What is Considered Hazing?

Examples of Hazing Include:

1. **Contact acts** – Tying, taping, or otherwise physically restraining another person; beating, paddling or other forms of physical assault.
2. **Non-Contact acts** – Requiring or forcing the consumption of alcohol, illegal drugs or other substances, including participation in binge drinking and drinking games; personal servitude; requiring social actions (e.g., wearing inappropriate or provocative clothing) or public displays (e.g., public nudity) that are illegal or meant to draw ridicule; excessive training requirements demanded of only particular individuals on a team that serve no reasonable or productive training purpose; sleep deprivation; otherwise unnecessary schedule disruptions; withholding of water or food; restrictions on personal hygiene.
3. **Criminal acts** – Any act or conduct that constitutes hazing under applicable federal or state law.

## Hazing – Exclusions

Conduct may not be considered Hazing under the Code if it is:

1. Rude (inadvertently saying or doing something hurtful)
2. Mean (purposefully saying or doing something hurtful)
3. Arising from conflict or struggle between persons who perceive they have incompatible views or positions
4. Professionally accepted coaching methods of skill enhancement, physical conditioning, team building, appropriate discipline, or improved Athlete performance

### **Hazing of a Non-Sexual Nature is considered a form of Emotional and Physical Misconduct as defined by the Code**

An Adult Participant who learns of information or reasonably suspects that an incident of Emotional or Physical Misconduct prohibited under the Code, including Hazing, has occurred must report it to the organization (USOPC, NGB, or LAO) with which the Adult Participant is affiliated. An Adult Participant can also satisfy this reporting requirement by reporting to the Center.

## Sexual Hazing – Sexual Misconduct

Sexual acts – Actual or simulated conduct of a sexual nature.

Sexual Hazing is considered Sexual Misconduct under the Code, which triggers a mandatory reporting obligation to the Center for all Adult Participants who know or reasonably suspect that Sexual Hazing has occurred.

In addition, since Sexual Hazing is Sexual Misconduct, if the incident(s) involves a Minor, it must be reported immediately as Child Abuse to both law enforcement and the Center, and Adult Participants must also comply with any other applicable reporting requirements under state law. Information about state reporting requirements is available at [www.childwelfare.gov/topics/responding/reporting](http://www.childwelfare.gov/topics/responding/reporting).

### Spotting Misconduct

After each of the following scenarios, identify the type of misconduct, if any, and click on the appropriate course of action for the Adult Participant.

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#### EXAMPLE 1

Brandon is an adult Athlete on a rowing team. The team has a beginning of the season party and while at the party, Brandon and other adult returning Athletes force new teammates to drink alcohol until they vomit to be added to the team chat. New teammates are called “losers” and are accused of “not being team players” if they protest. A new teammate, Alex, is intimidated by veteran players and drinks until he vomits to be accepted by the team. An adult Athlete on an opposing team learns about what Alex experienced.

*Is this misconduct under the Code?*

- A. Yes, Sexual Hazing
- B. Yes, Non-Contact Hazing
- C. Yes, Bullying Behavior
- D. No misconduct

*What reporting obligation, if any, would the adult Athlete on the opposing team have under the Code?*

- A. The adult Athlete is required to report to their organization (USOPC, NGB, or LAO)
- B. The player on the opposing team is required to report to law enforcement and the Center and comply with any other applicable reporting requirements under state law.
- C. The player on the opposing team is required to report to law enforcement
- D. The player on the opposing team is required to report to the Center

## EXAMPLE 2

Melissa is a 14-year-old member of a youth bowling team. Melissa and other starters make rookies wear humiliating outfits and simulate sexual acts on each other while being video recorded. Melissa tells rookies that they have to submit to this conduct to be invited to social events and ostracizes those who refuse to participate. Several rookies willingly participate in the prescribed activity and say they had fun; others feel humiliated and degraded as a result. A rookie reports the starters' misconduct to the team's adult coach.

### *Is this misconduct under the Code?*

- A. Yes, Sexual Hazing
- B. Yes, Contact Hazing
- C. Yes, Bullying Behavior
- D. No misconduct

### *What reporting obligation, if any, would the coach have under the Code?*

- A. The coach is required to report to their organization (USOPC, NGB, or LAO)
  - B. The coach is required to report to law enforcement and the Center and comply with any other applicable reporting requirements under state law.
  - C. The coach is required to report to law enforcement
  - D. The coach is required to report to the Center
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## EXAMPLE 3

Justin and Brian are adult members of a track and field team and force new teammates to submit to being paddled with the threat that the more senior Athletes will not hang out with them if they refuse. Steven is a new member of the team who suffers physical injury, is humiliated, and degraded, after participating in this ritual. Another new teammate hid in a bathroom stall during the ritual and is aware of what happened to Steven.

### *Is this misconduct under the Code?*

- A. Yes, Sexual Hazing
- B. Yes, Contact Hazing
- C. Yes, Bullying Behavior
- D. No misconduct

### *What reporting obligation, if any, would the teammate who hid have under the Code?*

- A. The teammate is required to report to their organization (USOPC, NGB, or LAO)
- B. The teammate is required to report to law enforcement and the Center and comply with any other applicable reporting requirements under state law.
- C. The teammate is required to report to law enforcement
- D. The teammate is required to report to the Center

#### **EXAMPLE 4**

Mikayla is a member of a youth ski team who sets up an obstacle course for new players after practice and makes it a competition by timing those who participate. Harper is a new member of the team who is nervous about participating in the obstacle course and expresses these concerns to the team's adult coach.

#### ***Is this misconduct under the Code?***

- A. Yes, Sexual Hazing
- B. Yes, Contact Hazing
- C. Yes, Bullying Behavior
- D. No misconduct

#### ***What reporting obligation, if any, would Harper's coach have under the Code?***

- A. The coach is required to report to their organization (USOPC, NGB, or LAO)
- B. The coach is not required to report to anyone
- C. The coach is required to report to law enforcement
- D. The coach is required to report to the Center

# Answers

## Bullying Behavior

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### *Example 1: Is this misconduct under the Code?*

**A. Incorrect.** While the conduct against Jason was 1) repeated (happened every day for 2 months), 2) aggressive (in the public nature of the ridiculing and the threats of violence) 3) directed at a Minor, and 4) likely to hurt, control, or diminish Jason, the conduct is not sexual in nature.

**B. Correct!** The conduct against Jason was 1) repeated (happened every day for 2 months), 2) aggressive (in the public nature of the ridiculing and the threats of violence) 3) directed at a Minor, and 4) not only likely to hurt, control, or diminish Jason, but actually resulted in Jason feeling hurt and diminished. Further, the conduct took place over social media and electronic communication and was used to harass, frighten, intimidate, humiliate, and socially exclude Jason.

**C. Incorrect.** Hazing is any conduct that subjects another person to anything that may endanger them as a condition of joining or being socially accepted by a group, team, or organization.

**D. Incorrect.**

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### *Example 1: What reporting obligation, if any, does the adult coach have under the Code?*

**A. Incorrect.** This behavior does not involve allegations of Sexual Misconduct or Child Abuse, so the coach is not required to report to the Center and law enforcement. Note: Although there is no reporting obligation under the Code, Adult Participants are expected to follow applicable state reporting requirements. More information is available at [www.childwelfare.gov/topics/responding/reporting](http://www.childwelfare.gov/topics/responding/reporting).

**B. Incorrect.** This behavior does not involve allegations of Sexual Misconduct or Child Abuse, so the coach is not required to report to law enforcement. Note: Although there is no reporting obligation under the Code, Adult Participants are expected to follow applicable state reporting requirements. More information is available at [www.childwelfare.gov/topics/responding/reporting](http://www.childwelfare.gov/topics/responding/reporting).

**C. Correct!** Adult Participants must report known or suspected Emotional or Physical Misconduct to the organization with which the Participant is affiliated. Since Bullying Behavior involving Cyberbullying is a form of Physical Misconduct, the coach must report the incident to their NGB/LAO. Note: In lieu of reporting to the Adult Participant's organization, they can satisfy their reporting requirements by reporting to the Center.

**D. Incorrect.**

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### *Example 2: Is this misconduct under the Code?*

**A. Correct!** This conduct against Liam was 1) severe, 2) aggressive, 3) directed at a Minor, and 4) likely to hurt, control, or diminish him. Since the nature of the Bullying Behavior involved the touching and penetration of Liam's buttocks, this behavior constitutes Sexual Bullying Behavior under the Code. Note: This conduct could also be a violation of the Code's provisions against Nonconsensual Sexual Contact and Intercourse. (See the Code at Section IX.C.2-3.)

**B. Incorrect.** While the elements of Bullying Behavior are present here, the conduct involves the touching and penetration of an intimate part.

**C. Incorrect.** Hazing is any conduct that subjects another person to anything that may endanger them as a condition of joining or being socially accepted by a group, team, or organization.

**D. Incorrect**

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**Example 2: What reporting obligations, if any, does the adult teammate have under the Code?**

**A. Correct!** Sexual Bullying Behavior is a form of Sexual Misconduct under the Code, and in this instance, the incident also involves child sexual abuse. Adult Participants must immediately report any known or suspected Child Abuse, including child sexual abuse, to law enforcement and the Center, and must also comply with any other applicable reporting requirements under state law. Remember, no one should investigate allegations of Child Abuse or other Prohibited Conduct, including Sexual Misconduct, or attempt to evaluate the credibility or validity of allegations as a condition of reporting to the Center or appropriate authorities.

**B. Incorrect.** Under the Code, Adult Participants must immediately report Sexual Misconduct and Child Abuse, including child sexual abuse, to law enforcement and the Center, and comply with any other applicable reporting requirements under state law. Reporting to law enforcement only is insufficient.

**C. Incorrect**

**D. Incorrect,** Sexual Misconduct and Child Abuse, including child sexual abuse, must be reported.

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**Example 3: Is this misconduct under the Code?**

**A. Incorrect.** While the comment was directed at a Minor, involved teasing as it relates to gender orientation, and was likely intended to hurt Jane, the conduct was not repeated or severe, nor was it aggressive. In addition, conduct which is mean but not part of a pattern of behavior is one of the exclusions covered in the Code. Therefore, this conduct would not rise to the level of Sexual Bullying Behavior under the Code.

**B. Incorrect.** While the comment was directed at a Minor, involved ridiculing another, and was likely intended to hurt Jane, the conduct was not repeated or severe, nor was it aggressive. In addition, conduct which is mean but not part of a pattern of behavior is one of the exclusions covered in the Code. Therefore, this conduct would not rise to the level of Verbal Bullying Behavior under the Code.

**C. Incorrect,** Hazing is conduct that subjects another person, whether physically, mentally, emotionally, or psychologically, to anything that may endanger, abuse, humiliate, degrade, or intimidate the person as a condition of joining or being socially accepted by a group, team, or organization.

**D. Correct!** While the comment was directed at a Minor, involved teasing as it relates to gender orientation, and was likely intended to hurt Jane, the conduct was not repeated or severe, nor was it aggressive. In addition, conduct which is mean but not part of a pattern of behavior is one of the exclusions covered in the Code. Therefore, this conduct would not rise to the level of Sexual Bullying Behavior (or any other misconduct) under the Code.

**Example 3: What reporting obligation, if any, does the adult athletic trainer have under the Code?**

**A. Incorrect.** Since this incident does not rise to the level of Sexual Misconduct or Child Abuse, there is no mandatory reporting obligation under the Code to report to law enforcement and the Center. Note: Although there is no reporting obligation under the Code, Adult Participants are expected to follow applicable state reporting requirements. More information is available at [www.childwelfare.gov/topics/responding/reporting](http://www.childwelfare.gov/topics/responding/reporting).

**B. Incorrect.** Since this incident does not rise to the level of Sexual Misconduct or Child Abuse, there is no mandatory reporting obligation under the Code to report to law enforcement. Note: Although there is no reporting obligation

under the Code, Adult Participants are expected to follow applicable state reporting requirements. More information is available at [www.childwelfare.gov/topics/responding/reporting](http://www.childwelfare.gov/topics/responding/reporting).

**C. Incorrect.** Since this incident does not rise to the level of Sexual Misconduct or Child Abuse, there is no mandatory reporting obligation under the Code to report to the Center. Note: Although there is no reporting obligation under the Code, Adult Participants are expected to follow applicable state reporting requirements. More information is available at [www.childwelfare.gov/topics/responding/reporting](http://www.childwelfare.gov/topics/responding/reporting).

**D - Correct!** Adult Participants must report known or suspected Emotional or Physical Misconduct to the organization with which the Participant is affiliated. Note: In lieu of reporting to the Adult Participant's organization, they can satisfy their reporting requirements by reporting to the Center.

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**Example 4: Is this misconduct under the Code?**

**A. Incorrect.** The conduct here is not sexual in nature.

**B. Correct!** This conduct constitutes Physical Bullying Behavior because it is repeated, severe, aggressive, directed at a Minor, and intended to hurt, control, or diminish Andrew.

**C. Incorrect.** Hazing is conduct that subjects another person, whether physically, mentally, emotionally, or psychologically, to anything that may endanger, abuse, humiliate, degrade, or intimidate the person as a condition of joining or being socially accepted by a group, team, or organization.

**D. Incorrect**

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**Example 4: What reporting obligation, if any, does the assistant coach have under the Code?**

**A. Incorrect.** This behavior does not involve allegations of Sexual Misconduct or Child Abuse, so the coach is not required to report to the Center and law enforcement. Note: Although there is no reporting obligation under the Code, Adult Participants are expected to follow applicable state reporting requirements. More information is available at [www.childwelfare.gov/topics/responding/reporting](http://www.childwelfare.gov/topics/responding/reporting).

**B. Incorrect.** Under the Code, Adult Participants are not required to report Emotional and Physical Misconduct such as Physical Bullying Behavior to law enforcement. However, although there is no reporting obligation under the Code, Adult Participants are expected to follow applicable state reporting requirements. More information is available at [www.childwelfare.gov/topics/responding/reporting](http://www.childwelfare.gov/topics/responding/reporting).

**C. Correct!** An Adult Participant who learns of information or reasonably suspects that an incident of Emotional or Physical Misconduct—including Physical Bullying Behavior—prohibited under the Code has occurred must report it to the organization with which the Participant is affiliated. Note: in lieu of reporting to their affiliated organization, an Adult Participant may report to the Center.

**D. Incorrect,** Bullying Behavior must be reported.

**Example 5: Is this misconduct under the Code?**

**A. Incorrect,** the conduct is not sexual in nature.

**B. Correct!** This conduct against Kim was 1) repeated and severe, 2) aggressive, 3) directed at a Minor, and 4) likely to hurt, control, or diminish her. Since the nature of the Bullying Behavior involved verbal conduct such as name-calling and threats to cause harm, this behavior constitutes Verbal Bullying Behavior under the Code.

**C. Incorrect.** Hazing is any conduct that subjects another person to anything that may endanger them as a condition of joining or being socially accepted by a group, team, or organization.

**D. Incorrect**

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**Example 5: What reporting obligations, if any, does the adult manager have under the Code?**

**A. Incorrect.** This behavior does not involve allegations of Sexual Misconduct or Child Abuse, so the coach is not required to report to the Center and law enforcement. Note: Although there is no reporting obligation under the Code, Adult Participants are expected to follow applicable state reporting requirements. More information is available at [www.childwelfare.gov/topics/responding/reporting](http://www.childwelfare.gov/topics/responding/reporting).

**B. Incorrect.** Under the Code, Adult Participants are not required to report Emotional and Physical Misconduct such as Verbal Bullying Behavior to law enforcement. However, although there is no reporting obligation under the Code, Adult Participants are expected to follow applicable state reporting requirements. More information is available at [www.childwelfare.gov/topics/responding/reporting](http://www.childwelfare.gov/topics/responding/reporting).

**C. Correct!** An Adult Participant who learns of information or reasonably suspects that an incident of Emotional or Physical Misconduct—including Verbal Bullying Behavior—prohibited under the Code has occurred must report it to the organization with which the Participant is affiliated. Note: In lieu of reporting to their affiliated organization, an Adult Participant may report to the Center.

**D. Incorrect,** Bullying Behavior must be reported.

## **Sexual Hazing – Sexual Misconduct**

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**Example 1: Is this misconduct under the Code?**

**A. Incorrect.** The conduct described here is not sexual in nature.

**B. Correct!** This is Non-Contact Hazing behavior because returning athletes forced new teammates to engage in conduct that may endanger, abuse, humiliate, degrade, or intimidate as a condition of being socially accepted by the team by forcing them to consume dangerous amounts of alcohol.

**C. Incorrect.** Bullying Behavior is directed toward Minors and the facts here involve adult athletes.

**D. Incorrect**

**Example 1: What reporting obligation, if any, would the adult Athlete on the opposing team have under the Code?**

**A. Correct.** Though the conduct described rises to the level of Hazing, there is no evidence of Sexual Misconduct or possible Child Abuse. This conduct is still considered Emotional and Physical Misconduct which triggers the player on the opposing team's obligation to report to their organization.

**B. Incorrect.** Though the conduct described rises to the level of Hazing, there is no evidence of Sexual Misconduct

or possible Child Abuse requiring that a mandatory report be submitted to law enforcement and the Center. This conduct is still considered Emotional and Physical Misconduct which triggers the player on the opposing team's obligation to report to their NGB/LAO.

**C. Incorrect.** Though the conduct described rises to the level of Hazing, there is no evidence of possible Child Abuse requiring that a mandatory report be submitted to law enforcement. This conduct is still considered Emotional and Physical Misconduct which triggers the player on the opposing team's obligation to report to their NGB/LAO.

**D. Incorrect.** Though the conduct described rises to the level of Hazing, there is no evidence of Sexual Misconduct requiring that a mandatory report be submitted to the Center. This conduct is still considered Emotional and Physical Misconduct which triggers the player on the opposing team's obligation to report to their NGB/LAO.

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**Example 2: Is this misconduct under the Code?**

**A. Correct!** This is Sexual Hazing because Melissa and other starters subjected rookies to conduct that may endanger, abuse, humiliate, degrade, or intimidate as a condition of being socially accepted by the team. Adult Participants are required to report this type of misconduct to the Center as it is considered Sexual Misconduct.

**B. Incorrect.** This is Hazing but it is not Contact Hazing.

**C. Incorrect.** Bullying Behavior is directed toward Minors and the facts here involve adult athletes.

**D. Incorrect**

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**Example 2: What reporting obligation, if any, would the adult Athlete on the opposing team have under the Code?**

**A. Incorrect.** This is Sexual Hazing because starters subjected rookies to conduct that may endanger, abuse, humiliate, degrade, or intimidate as a condition of being socially accepted by the team. The coach is required to report this type of misconduct to the Center and law enforcement as it is considered Sexual Misconduct and possible Child Abuse. Sexual Misconduct involving a Minor must be reported immediately as Child Abuse to both law enforcement and the Center, and Adult Participants must also comply with any other applicable reporting requirements under state law. Information about state reporting requirements is available at [www.childwelfare.gov/topics/responding/reporting](http://www.childwelfare.gov/topics/responding/reporting)

Other examples of Sexual Hazing include but are not limited to: A team captain forcing players to engage in sexual acts and provide proof of compliance in order to attend the team's end of the year party and a veteran player forcing those trying out for the team to publicly upload nude photos of themselves to their social media accounts in order to move forward in the team's selection process.

**B. Correct!** This is Sexual Hazing that includes potential Child Abuse. Starters on a youth bowling team subjected rookies to conduct that may endanger, abuse, humiliate, degrade, or intimidate as a condition of being socially accepted by the team. The coach is required to report this type of misconduct to the Center and law enforcement as it is considered possible child sexual abuse. Proof of actual Child Abuse is not required under reporting obligations to the Center and law enforcement. Sexual Misconduct involving a Minor must be reported immediately as Child Abuse to both law enforcement and the Center, and Adult Participants must also comply with any other applicable reporting requirements under state law. Information about state reporting requirements is available at [www.childwelfare.gov/topics/responding/reporting](http://www.childwelfare.gov/topics/responding/reporting)

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**C. Incorrect.** This scenario involves circumstances of possible child sexual abuse which trigger a mandatory reporting obligation to BOTH the Center and law enforcement. Starters on a youth bowling team subjected rookies to conduct that may endanger, abuse, humiliate, degrade, or intimidate as a condition of being socially accepted by the team. The coach is required to report this type of misconduct to the Center and law enforcement as it is considered possible child sexual abuse. Proof of actual Child Abuse is not required under reporting obligations to the Center and law enforcement. Sexual Misconduct involving a Minor must be reported immediately as Child Abuse to both law enforcement and the Center, and Adult Participants must also comply with any other applicable reporting requirements under state law. Information about state reporting requirements is available at [www.childwelfare.gov/topics/responding/reporting](http://www.childwelfare.gov/topics/responding/reporting)

Other examples of Sexual Hazing include but are not limited to: A team captain forcing players to engage in sexual acts and provide proof of compliance in order to attend the team's end of the year party and a veteran player forcing those trying out for the team to publicly upload nude photos of themselves to their social media accounts in order to move forward in the team's selection process.

**D. Incorrect.** This scenario involves circumstances of possible child sexual abuse which trigger a mandatory reporting obligation to BOTH the Center and law enforcement. Starters on a youth bowling team subjected rookies to conduct that may endanger, abuse, humiliate, degrade or intimidate as a condition of being socially accepted by the team. The coach is required to report this type of misconduct to the Center and law enforcement as it is considered possible child sexual abuse. Proof of actual Child Abuse is not required under reporting obligations to the Center and law enforcement. Sexual Misconduct involving a Minor must be reported immediately as Child Abuse to both law enforcement and the Center, and Adult Participants must also comply with any other applicable reporting requirements under state law. Information about state reporting requirements is available at [www.childwelfare.gov/topics/responding/reporting](http://www.childwelfare.gov/topics/responding/reporting)

Other examples of Sexual Hazing include but are not limited to: A team captain forcing players to engage in sexual acts and provide proof of compliance in order to attend the team's end of the year party and a veteran player forcing those trying out for the team to publicly upload nude photos of themselves to their social media accounts in order to move forward in the team's selection process.

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**Example 3: Is this misconduct under the Code?**

**A. Incorrect.** There is no evidence that Justin and Brian subjected new teammates to conduct of a sexual nature.

**B. Correct!** This is Contact Hazing behavior due to Justin and Brian subjecting new teammates to conduct that may endanger, abuse, humiliate, degrade, or intimidate as a condition of being socially accepted by more senior players. The facts here reveal that Steven suffered physical injury and felt humiliated and degraded due to Justin and Brian's conduct.

**C. Incorrect.** Bullying Behavior is directed toward Minors and the facts here involve adult athletes.

**D. Incorrect**

**Example 3: What reporting obligation, if any, would the adult Athlete on the opposing team have under the Code?**

**A. Correct!** Though the conduct described rises to the level of Hazing, there is no evidence of Sexual Misconduct or possible Child Abuse. Hazing is considered Emotional and Physical Misconduct as defined by the Code and teammate is required to report Justin and Brian's conduct to their organization.

**B. Incorrect.** Though the conduct described rises to the level of Hazing, there is no evidence of Sexual Misconduct or possible Child Abuse requiring that a mandatory report be submitted to law enforcement and the Center.

**C. Incorrect.** Though the conduct described rises to the level of Hazing, there is no evidence of possible Child Abuse requiring that a mandatory report be submitted to law enforcement

**D. Incorrect.** Though the conduct described rises to the level of Hazing, there is no evidence of Sexual Misconduct requiring that a mandatory report be submitted to the Center.

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**Example 4: Is this misconduct under the Code?**

**A. Incorrect.** There is no evidence that new players were subjected to conduct that may endanger, abuse, humiliate, degrade or intimidate as a condition of being socially accepted by the team.

**B. Incorrect.** There is no evidence that new players were subjected to conduct that may endanger, abuse, humiliate, degrade, or intimidate as a condition of being socially accepted by the team.

**C. Incorrect.** No evidence of repeated or severe behavior(s) that are (a) aggressive (b) directed at a Minor, and (c) intended or likely to hurt, control, or diminish the Minor emotionally, physically, or sexually exists here.

**D. Correct!** There is no evidence that new players were subjected to conduct that may endanger, abuse, humiliate, degrade, or intimidate as a condition of being socially accepted by the team.

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**Example 4: What reporting obligation, if any, would the adult Athlete on the opposing team have under the Code?**

**A. Incorrect.** No evidence of misconduct, including Hazing, Sexual Misconduct or possible Child Abuse, exists under this set of facts.

**B. Correct!** No evidence of misconduct, including Hazing, Sexual Misconduct or possible Child Abuse, exists under this set of facts.

**C. Incorrect.** No evidence of misconduct, including Hazing, Sexual Misconduct or possible Child Abuse, exists under this set of facts.

**D. Incorrect.** No evidence of misconduct, including Hazing, Sexual Misconduct or possible Child Abuse, exists under this set of facts.