



## UNITED STATES GYMNASTICS CLUB OWNERS ASSOCIATION

### *USGCOA Board of Directors Conference Call Minutes July 9, 2020*

#### **Board Members**

Kelli Hill (President)

Sandy Flores (Vice President)-absent

Kim Thomson (Treasurer)

Denise Dalton (Secretary)

Cassie Rice (Region 1 Director)

Brent Phelps (Region 2 Director)-absent

Jeff Beal (Region 3 Director)

Jason Orkowski (Region 4 Director)

Don McPherson (Region 5 Director)

Tony Retrosi (Region 6 Director)

Lindsey Stancil (Region 7 Director)

Brad Harris (Region 8 Director)

Non voting member

Bryon Hough- absent

#### **1. Welcome**

The chair called the meeting to order at 8:00 p.m. EST. The Chair welcomed the board members and Kim Kranz then conducted a roll call.

#### **2. Meeting with Kim Kranz**

Reported.

USAG safe sport needs to work on transparency.

Add 4 pillars:

1. More education

2. Club Standards

-Support Clubs to help them reach the standards

3. Community outreach
  - More support for Club owners, coaches, athletes and parents
4. Resolution of complaints

#### **Tier 1**

Lowest level they aren't really safe sport matters and will be sent back to their clubs.

- Competitive levels consideration
- Cleanliness of gym
- Meet fees

#### **Tier 2**

Prevention policy reports that don't have predatory behavior or misconduct.

- Coaches texts the athletes without another adult on text
- Social Media contact or open practice violation
- Equipment maintenance
- Training environment is dirty

#### **Tier 3**

May include code or policy defined prohibited conduct, including prevention policy concerns, misconduct and abuse of process

- Tier 3 cases may be assigned to an investigator
- 1 week to 10 days
- Investigation takes 30-60 days to complete
- May be resolved by having coach continued education
- Potential Probation
- Use of negative coaching
- Conditioning as punishment

#### **Tier 4**

Conduct identified as severe based on frequency, intensity, number of independent reports or possibility of escalation in a matter not subject to the Centers jurisdiction. (The Center has jurisdiction over criminal conduct and sexual misconduct. These are Tier 5)

- Assigned to an investigator within 24 to 48 hours
- These investigations can take 3-4 months
- These cases will often go to a hearing panel

#### **EXAMPLES:**

- Violations of prevention policies with grooming behavior
- Violations of the one on one travel and lodging policy
- Attempts to isolate minors in a grooming way
- Use of demeaning coaching techniques
- Disregarding medical restrictions
- Multiple violations of the open practice policy
- Any actions that may constitute child abuse will be referred to law enforcement and / or the Center immediately
- Hearing panels are usually a coach or club owner and an athlete
- The Tier can change depending on finding
- The Respondent will be contacted by letter. The Respondent will be contacted but not until after the investigator interviews the reporter.
- Only interim suspension when pretty severe complaints
- You can request a hearing panel because USAG Safe Sport is restricting your ability to compete in the Olympic Movement.

When cases go to the Denver Center USAG Safe Sport doesn't receive any information. If they do receive the information USAG Safe Sport can not discuss the complaint.

### **Tier 5**

Tier 5 complaints go to the Center Safe Sport. USAG Safe Sport has no control over.

USGCOA recommends:

- Educate our parents, staff and business owners
- Coaches need an advocate on how to deal with complaints to point the coach in the correct direction with empathy
- The advocate be a third party
- Treat all members as if they matter
- Create guidelines for hearing panels for consistency
- Recommend Safe Sport protect the children
- Somewhere Club Members can log on to look up any complaints on a coach
- Remind parents that Tier 1 goes back to the club

### **9. Adjournment**

Motioned to adjourn by Jeff Beal

2nd Sandy Flores

The meeting was adjourned at 9:30 p.m. EST on July 9, 2020

Denise Dalton  
Secretary, USGCOA