

Reporting Policy

DSG Gymnastics is committed to creating a safe and positive environment for all, and to ensuring that it promotes an environment free of misconduct. Therefore, the following Policy has been adopted with respect to reporting violations of DSG Gymnastics policies and suspicions or allegations of abuse.

Witnessing Misconduct

If DSG Gymnastics personnel or volunteers witness any type of misconduct occurring, he/she should interrupt or disrupt the conduct using reasonable necessary action given the circumstances.

Reporting Misconduct

What to Report and When

All DSG Gymnastics personnel and volunteers must report:

1. Potential violations of any DSG Gymnastics policy related to safe environments/athlete protection.
2. Suspicions or allegations of child physical or sexual abuse.

Reports should be made as soon as reasonable possible.

To Whom Reports Should Be Made

Reports should be made to Debbie Walker.

DSG Gymnastics will follow applicable law in reporting abusive situations to law enforcement authorities. DSG Gymnastics does not investigate suspicions or allegations of child physical or sexual abuse or attempt to evaluate the credibility or validity of such allegations as a condition for reporting to the appropriate law enforcement authorities. Failure to make a report when the law requires one can be a crime itself, so the gymnastics professional should consult counsel promptly and consider such matters with the utmost seriousness. DSG Gymnastics personnel or volunteer's failure to make a report will also be considered grounds for disciplinary action.

If, in DSG Gymnastics' reasonable and good faith judgment, reporting to the proper authorities is necessary to protect a person from the possibility of further abuse, it may make such report even if not compelled by law to do so.

DSG Gymnastics will consider whether it is appropriate or necessary to make a report to USA Gymnastics pursuant to Article 10 of USA Gymnastics' Bylaws with respect to such conduct.

How to Report

Debbie Walker will take a report in the way that is most comfortable for the person initiating a report, including oral or written, over the phone, via email or in person. It is helpful for reporting individuals to provide, at a minimum, (1) the name of the complainant; (2) the name of the individual alleged to have committed the misconduct; (3) the type of misconduct alleged; (4) when and where the alleged misconduct occurred; (5) the names of other individuals who might have information regarding the alleged misconduct; and (6) a summary statement of the reasons to believe that misconduct has occurred.

Anonymous reporting is permitted. Anonymous reporters should bear in mind that anonymous reporting may make it difficult for DSG Gymnastics to investigate and properly address allegations.

How Reports and Handled

When an allegation of child physical or sexual abuse is made against DSG Gymnastics personnel or volunteer DSG Gymnastics may immediately remove that individual from contact with any children in the program or suspend or change the assignment of that individual, as may be necessary, until the allegation has been investigated by the proper authorities and/or DSG Gymnastics.

With respect to any alleged violation of its safe environment/athlete protection-related policies that do not require reporting to the proper authorities, DSG Gymnastics will conduct an internal investigation. Each investigation will be driven by the facts of the conduct being investigated, and therefore the steps taken in each investigation may not be alike. Any investigation and action taken with respect thereto will be documented.

If a report alleges conduct that requires reporting to the proper authorities, DSG Gymnastics may consult legal counsel regarding whether DSG Gymnastics' conducting a simultaneous internal investigation is appropriate or necessary. In situations where the proper authorities do not press criminal charges or pursue charges to trial, or where the alleged offender is acquitted at trial, DSG Gymnastics still may investigate the alleged conduct to determine whether there was any violation DSG Gymnastics' safe environment/athlete protection-related policies and take action accordingly.

DSG Gymnastics will consult legal counsel about whether it will notify other parents of athletes when a report has been made against DSG Gymnastics personnel or volunteers.

Other

Consulting Legal Counsel

DSG Gymnastics may consult legal counsel with respect to any report made to DSG Gymnastics pursuant to this policy. DSG Gymnastics may also consult legal counsel with respect to (1) its or its personnel/volunteers' legal reporting requirements; (2) investigating any report made to DSG Gymnastics pursuant to this policy; or (3) any employment action that may be taken with respect to any violation of its safe environment/athlete protection-related policies.

Confidentiality

To the extent permitted by law, as appropriate, and to the extent possible, DSG Gymnastics will keep confidential the complainant's name on request, not make public the names of potential victims, the accused perpetrator or the people who made a report of child physical and sexual abuse to the authorities.

"Whistleblower" Protection

Regardless of outcome, DSG Gymnastics will support the complainant(s) and his or her right to express concerns in good faith. DSG Gymnastics will not encourage, allow or tolerate attempts from any individual to retaliate, punish, allow or in any way harm any individual(s) who reports a concern in good faith. Such actions against a complainant will be considered grounds for disciplinary action.

Bad-Faith Allegations

A report of abuse, misconduct or policy violations that is malicious, frivolous or made in bad faith is prohibited and will be considered grounds for disciplinary action. Depending on the nature of the allegation, a person making a malicious, frivolous or bad-faith report may also be subject to civil or criminal proceedings.

A copy of this policy shall be placed in the front reception area and employee notification area, and posted on DSG Gymnastics' website and social media pages/accounts, along with the incident report form.

This policy will be reviewed annually and updated as necessary.

Date