Abuse Prevention Response Process

(Members - not national teams) & appeal process (national teams)

When a decision is communicated from Child Protective Services and/or Law Enforcement, or if the member’s actions are in violation of USA Lacrosse code/policies, the VP & Chief Relationship Office (CRO) will notify the member of his/her right to appeal the suspension of their membership by e-mail and USPS mail.

The appeal notification includes instructions on how to initiate the appeal process and a list of all required documentation. The USAL Abuse Prevention Program Manager will update the membership and Case Management databases to reflect the notification date and any other relevant information.

*While a member’s actions may not be in violation of criminal or civil law, actions may still be in violation of USA Lacrosse policies and codes. USAL reserves the right to terminate membership at any time in this process depending on the severity of their offense.*

The member will have twenty (20) days from the date issued on the right to appeal notification to submit the requested documentation to the Abuse Prevention Program Manager:

* 1. Notice of Appeal letter, where it is recommended that the context in which the offense occurred and the basis upon which they believe that relief from the temporary suspension of their membership is appropriate be included.
  2. Two (2) letters of recommendation from members in their community. Advised that family or friends do not provide letters of recommendation, and that at least one of the letters come from their local lacrosse league or others sports organization. Those providing a letter recommendation on behalf of the member must include their professional title, valid phone number, and signature.

Once the member submits all required documentation, the Abuse Prevention Program Manager will submit a recommendation and appeal documentation to the VP & CRO, Director, Center for Sport Science, and the Director of Membership & Regional Development (“Membership Appeal Committee”) for review. The Abuse Prevention Program Manager will note in the membership database and Case Management database with receipt date and any continued communications with the member.

Notification to outside counsel and/or insurance provider will be determined on a case-by-case basis.

The “Membership Appeal Committee” will meet as needed, review cases jointly, and agree or disagree on the recommendation previously submitted by the Abuse Prevention Program Manager.

Once the “Membership Appeal Committee” comes to an agreement on a final determination regarding the member’s membership status, the VP & CRO will send correspondence to the member with the final determination by e-mail and USPS Standard Mail (see Appendix B).

* 1. If the appeal is denied, the Abuse Prevention Program Manager will be terminate the membership in the membership database and remove purchasing access to prevent future activation of membership, and a notation will be made in their file.
  2. If the appeal is accepted, the “Membership Appeals Committee” will decide if any further action is required by the member for their membership to be reinstated. The membership will remain in suspended status while the member completes the required action(s). If/When the member completes the required action(s) the Abuse Prevention Program Manager will reinstate the membership to “Active” status in the membership database.
  3. If the appeal is accepted and no further action is required, the SafeSport Program Manager will reinstate the membership to “Active” status, and the member will be considered in good standing.

If no appeal communication is received from a member within the allotted twenty (20) day time period, it will be considered a decline to appeal and their membership will be terminated immediately. The VP & CRO will send the member notification of termination of their membership by e-mail and USPS mail. The Abuse Prevention Program Manager will terminate the membership in the membership database and remove purchasing access on the USL website to prevent future activation of membership, and update the Case Management database.