

**PROFESSIONAL RODEO COWBOYS  
ASSOCIATION  
SAFE SPORT POLICY**



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## Introduction

The Professional Rodeo Cowboys Association (“PRCA”) is committed to the safety of its staff, members, and fans. As part of that commitment, the PRCA has developed and will enforce this Safe Sport Policy (“Policy”) and takes seriously any reports of alleged violations of this Policy.

For purposes of this Policy, the following definitions apply:

**Covered Individual** is an individual who is subject to this Policy, and is defined as any individual who is a:

- Member of the PRCA
- PRCA Employee (defined as an individual employed directly by the PRCA) \*
- PRCA Contractor (defined as an individual contracted directly with the PRCA) \*
- An individual employed by, or contracted with, a PRCA-sanctioned event, other than a PRCA Employee or PRCA Contractor\*
- PRCA Volunteer (defined as an individual volunteering directly with, and under the control and supervision of, the PRCA; PRCA Volunteers do not include, for example, volunteers enlisted by a PRCA Rodeo Committee) \*
- Volunteer at a PRCA-sanctioned event, other than a PRCA Volunteer
- PRCA Executive Council or Board Member
- PRCA Internal Committee Member (defined as a member of an internal PRCA committee, and not including individuals who are solely members of external committees such as PRCA Rodeo Committees)
- PRCA Rodeo Committee member

**Protected Individual** is an individual who is protected by this Policy from Misconduct by a Covered Individual, and is defined as any individual who is a:

- Member of the PRCA
- PRCA Employee or Contractor
- An individual employed by, or contracted with, a PRCA-sanctioned event, other than a PRCA Employee or PRCA Contractor
- PRCA Volunteer
- Volunteer at a PRCA-sanctioned event, other than a PRCA Volunteer
- PRCA Executive Council or Board member
- PRCA Internal Committee Member
- PRCA Rodeo Committee member
- PRCA sponsor
- PRCA fan or PRCA-sanctioned event attendee

**Misconduct** is any violation of this Policy by a Covered Individual.

**Minor**, as used in this policy, is an individual under the age of 18, or who is otherwise categorized as a minor or child by law in the relevant jurisdiction.

**Scope**. This Policy applies to any Misconduct occurring at a PRCA-sanctioned rodeo or event, or in connection with a PRCA-sanctioned rodeo or event. This Policy also applies to certain criminal offenses as discussed in the Section III.

\*PRCA Employees and PRCA Contractors may be disciplined for Misconduct pursuant to the relevant employment policies of, or contract with, the PRCA, and are not entitled to the process, including the hearing process, discussed in Section V of this Policy, except to the extent that they are also members of the PRCA, in which case they may use the hearing process only in connection with their membership in the PRCA. PRCA Volunteers are not entitled to the process, including the hearing process, discussed in Section V of this Policy, except to the extent that they are also members of the PRCA, in which case they may use the hearing process only in connection with their membership in the PRCA.

## **Section I – Prohibited Conduct**

The policies below address the following types of misconduct and set forth boundaries for appropriate and inappropriate conduct:

- Sexual Misconduct
- Physical Misconduct
- Emotional Misconduct
- Bullying and Harassment
- Hazing

All Covered Individuals should familiarize themselves with each form of misconduct and refrain from engaging in misconduct and/or violating this Policy.

Covered Individuals are encouraged, and in some cases required, to report suspected violations of this Policy, as described in Section IV. Reporting parties should not attempt to evaluate the credibility or validity of sexual abuse or child abuse allegations before reporting to the PRCA.

In addition to reporting within the PRCA, individuals must also report suspected child physical or sexual abuse to appropriate law enforcement authorities when required under applicable law.

How the PRCA responds to an allegation of abuse or misconduct is described in Section V of this Policy.

### **Sexual Misconduct**

It is the policy of the PRCA that there shall be no sexual misconduct within the Scope of this Policy involving any Protected Individual by any Covered Individual.

**Sexual misconduct** is defined as:

(1) Any touching or non-touching sexual interaction that is (a) nonconsensual or forced, (b) coerced or manipulated, or (c) perpetrated in an aggressive, harassing, exploitive, or threatening manner;

(2) Any act or conduct described as sexual abuse, assault, or misconduct under federal, state, or local law (e.g., sexual abuse/assault, sexual exploitation, rape, unwanted sexual contact), or an attempt thereof;

(3) Any sexual abuse or assault, or attempted sexual abuse or assault, of a minor. Sexual abuse of a minor occurs when an adult touches a minor for the purpose of causing the sexual arousal or gratification of either the minor or the adult. Sexual abuse of a minor also

occurs when a minor touches an adult for the sexual arousal or sexual gratification of either the minor or the adult, if the touching occurs at the request or with the consent of the adult. Neither consent of a minor to the sexual contact, nor mistake as to a minor's age, are defenses to a complaint of sexual abuse or assault, attempted sexual abuse or assault, or misconduct, involving a minor.

**Sexual misconduct** also includes the following:

Sexual contact between or among minors can also be abusive if there is a significant disparity in age, development, or size, or if there is the existence of an aggressor, or where there is an imbalance of power and/or intellectual capabilities. The sexually abusive acts may include sexual penetration, sexual touching, or non-contact sexual acts such as exposure or voyeurism.

Sexual misconduct can occur between adults or to an adult. Sexual misconduct includes sexual interactions that are nonconsensual or accomplished by force or threat of force, or coerced or manipulated, regardless of the age of the participants.

Sexual misconduct can also include **non-touching offenses**, such as sexually harassing behaviors, including (without limitation): an adult discussing his/her sex life with a minor; an adult asking a minor about his/her sex life; a Covered Individual requesting or sending a nude or partial dress photo to a Protected Individual; an adult exposing minors to pornographic material; etc.

Sexual misconduct also includes but is not limited to the sexual exploitation of minors, enticement of a minor, possession and/or distribution of child pornography, or attempts to commit any of these violations.

Without limiting the above, any act or conduct described as sexual abuse or assault, sexual misconduct or child sexual abuse, or attempts of these offenses, under applicable federal, state, or local law constitutes sexual misconduct under this Policy.

### **Physical Misconduct**

It is the policy of the PRCA that there shall be no physical misconduct within the Scope of this Policy involving any Protected Individual by any Covered Individual.

**Physical misconduct** means physical contact with a Protected Individual that intentionally causes, or has the potential to cause, the Protected Individual to sustain bodily harm or personal injury and includes physical abuse. Physical misconduct also includes physical conduct that intentionally creates a threat of immediate bodily harm or personal injury. Physical misconduct may also include intentionally hitting or threatening to hit a Protected Individual with objects or sports equipment.

In addition to physical contact or the threat of physical contact with a Protected Individual, physical abuse also includes providing alcohol to a Protected Individual under the legal drinking age.

Without limiting the above, any act or conduct described as physical abuse or misconduct under applicable federal, state, or local law constitutes physical misconduct under this policy.

Physical misconduct does not include physical contact that is reasonably designed to coach, teach, demonstrate or improve a sport skill, including physical conditioning, team building and appropriate discipline. Physical misconduct does not include corporal punishment by a parent or guardian toward his or her child, outside of the Scope of this Policy, unless the act violates federal, state, or local law. Physical misconduct also does not include PRCA member-on-member physical misconduct outside of the Scope of this Policy.

## **Bullying and Harassment**

It is the policy of the PRCA that there shall be no harassment or bullying behavior within the Scope of this Policy involving any Protected Individual by any Covered Individual.

### **Bullying**

**Bullying** is a *pattern* involving the use of coercion to obtain control over, or to be habitually cruel to, another person. Bullying involves an intentional, persistent or repeated pattern of committing or willfully tolerating physical and non-physical behaviors that cause fear, humiliation, or physical harm to socially exclude, diminish, or isolate another person. Bullying can occur through written, verbal or electronically transmitted expression or by means of a physical act or gesture. Bullying behavior is prohibited in any manner within the Scope of this Policy.

Examples of bullying include, but are not limited to, a pattern of *physical behaviors*, including punching, kicking or choking a participant; and/or a pattern of *verbal and emotional behaviors*, including, without limitation, the use of electronic communications (i.e., "cyber bullying"), to harass, frighten, degrade, intimidate, or humiliate. (A pattern may also be made up of both *physical* and *verbal/emotional* behaviors.)

### **Harassment**

**Harassment** includes any *pattern* of repeated physical and/or non-physical behaviors that (a) are intended to cause fear, humiliation, or annoyance, (b) offend or degrade, (c) create a hostile environment, or (d) reflect discriminatory bias in an attempt to establish dominance, superiority, or power over an individual participant or group based on gender, race, ethnicity, culture, religion, sexual orientation, gender expression, or mental or physical disability.

Examples of harassment prohibited by this Policy include, without limitation, a pattern of such non-physical offenses as (a) making negative or disparaging comments about a participant's sexual orientation, gender expression, disability, religion, skin color, or ethnic traits; or (b) displaying offensive materials, gestures, or symbols.

**Sexual harassment** is a form of harassment prohibited by this Policy. It shall be a violation of this Policy for a Covered Individual to harass a Protected Individual through conduct or communications of a sexual nature or to retaliate against anyone that reports sexual harassment or participates in a sexual harassment investigation.

Unwelcome sexual advances, requests for sexual favors, or other verbal, nonverbal or physical conduct of a sexual nature may constitute sexual harassment, even if the harasser and the individual being harassed are the same gender, and whether or not the individual resists or submits to the harasser, when:

1. Submission to such conduct is made either explicitly or implicitly a term or condition of a Protected Individual's participation in any activity; or
2. Submission to or rejection of such conduct by a Protected Individual is used as the basis for decisions affecting the Protected Individual; or
3. Such conduct is sufficiently severe, persistent or pervasive such that it limits a Protected Individual's ability to participate in or benefit from an event within the Scope of this Policy or it creates a hostile or abusive environment within the Scope of this Policy.

Sexual harassment does not have to be a pattern of repeated behavior to violate this Policy if the instance(s) is severe and would otherwise meet the definition of sexual harassment.

Any conduct of a sexual nature directed by an adult to a minor is presumed to be unwelcome and shall constitute sexual misconduct or harassment, regardless of whether it is part of a pattern of repeated behavior.

Acts of verbal or physical aggression, intimidation or hostility based on sex, but not involving conduct of a sexual nature may also constitute sexual harassment.

## **Section II – Education and Awareness Training**

The PRCA will implement education and awareness training strategies in order to better implement this Policy, deter misconduct, and enhance detection and reporting of violations in compliance with this Policy.



### **Section III -- Screening and Background Check Program**

The PRCA's Screening Policy includes set criteria for which a person may be disqualified and prohibited from participating in the PRCA's activities and affairs. Under the policy, the PRCA will not authorize or sanction any of the below-described individuals to participate in the PRCA's activities or affairs unless that person consents to be screened and passes a criminal background screen conducted by the PRCA. The PRCA may also refuse to provide, or may terminate or suspend, membership in the PRCA, based on a failed background check.

#### **PRCA Screening:**

The PRCA shall conduct screening of its Executive Council, Board members, staff members, PRCA Internal Committee Members, and event representatives, and other individuals participating in the PRCA's activities or affairs who do significant work with minors in their role with the PRCA, as follows. The PRCA may also conduct screening of PRCA Rodeo Committee members, in its discretion.

- All Executive Council, Board, staff members, PRCA Internal Committee Members, and event representatives shall be screened as a condition of their election or appointment to the position and then shall be re-screened every year while in such position(s).
- All other individuals subject to this Screening Policy shall be screened as a condition of being selected for such position prior to the commencement of each applicable event or program and shall be re-screened every year if the position lasts longer than one (1) year but need only be screened once per year if engaged in multiple positions lasting less than one (1) year.

A person may be disqualified or prohibited from serving as a PRCA Executive Council member, Board member, staff member, PRCA Internal Committee Member, event representative, working with minors, or participating in the PRCA's activities or affairs, if his or her background check reveals any convictions, deferred sentences, adjudications, pleas of guilty or no contest, or pending charges (for purposes of this Screening Policy, diversion agreements are considered pending charges unless and until the agreement is fulfilled and the charges are dismissed), for the enumerated crimes described below.

The PRCA's criminal background check report will return a "red light," "yellow light," or "green light" finding. A green light finding means that the background check vendor located no disqualifying records. A red light finding means the criminal background check revealed a disqualifying criminal record rendering the individual ineligible from serving as a PRCA Executive Council member, Board member, staff member, PRCA Internal Committee Member, event representative, working with minors, or participating in the PRCA's activities and affairs.

A “yellow light” finding means the criminal background check revealed a criminal record that may disqualify the individual. “Yellow lights” will be reviewed by the Human Resources (“HR”) Director or his/her designee, who may request additional information from the individual. The HR Director’s or his/her designee’s decision is final.

Individuals who are subject to disqualification under a “red light” or “yellow light” finding may challenge the accuracy of the information reported by the criminal background check vendor with the vendor.

“Red lights” are any conviction, deferred sentence or adjudication, or guilty plea or no contest at any time, or charge (a diversion agreement will be considered a charge unless and until the agreement is fulfilled and the charge(s) dismissed), for any of the following:

(a) Any felony involving:

- (i) Murder or homicide;
- (ii) Violent sex crimes, including rape and sexual abuse or assault;
- (iii) Rape;
- (iv) Sex crimes involving minors;
- (v) Child endangerment, neglect, or abuse or assault;
- (vi) Violent crimes involving weapons (e.g., armed robbery, assault involving a weapon);
- (vii) Animal abuse.

(b) Any misdemeanor involving:

- (i) Violent sex crimes, including rape and sexual assault;
- (ii) Rape;
- (iii) Sex crimes involving minors;
- (iv) Child endangerment, neglect or abuse.

An individual will also be subject to a “red light” if the PRCA receives notification that the individual is currently subject to any sanction, whether temporary or permanent, by (1) the U.S. Center for SafeSport; or (2) another sport’s governing body for Safe Sport-related violations.

"Yellow lights" are any conviction, deferred sentence or adjudication, or guilty plea or no contest at any time, or charge (a diversion agreement will be considered a charge unless and until the agreement is fulfilled and the charge(s) dismissed), for any of the following:

(a) Any felony involving:

- (i) Non-violent sex crimes or sex crimes not otherwise included in "red lights" above, including lewd conduct, indecent exposure, public indecency, prostitution, and offender registration violations;
- (ii) Violence against a person not included in the "red lights" above;
- (iii) Any other felony not included in the "red lights" above.

(b) Any misdemeanor involving:

- (i) Non-violent sex crimes or sex crimes not otherwise included in "red lights" above, including lewd conduct, indecent exposure, public indecency, prostitution, and offender registration violations;
- (ii) Violence against a person within the previous five years; \*
- (iii) Animal abuse.

(c) Multiple felony and/or misdemeanor offenses not otherwise included in the "red lights" above.

(d) Any attempt of the offenses listed in sections (a) and (b) of either the "red lights" or "yellow lights."

*\* Period of ineligibility calculated based on offense disposition date.*

If an individual who is subject to this Screening Policy becomes subject to one of the offenses listed as "red lights" or "yellow lights" after passing a background check, he or she is required to report the issue to the HR Director immediately. Failure to do so constitutes a violation of this Policy.

## Section IV -- Reporting of Concerns of Abuse and Misconduct

### REPORTING POLICY

Covered Individuals are encouraged to report violations of this Policy to the PRCA. **Failure of Covered Individuals to report the following is a violation of this Policy:** (1) any Misconduct involving a minor; (2) suspicions or allegations of child physical or sexual abuse; and (3) sexual misconduct, as defined in this Policy, including, but not limited to, suspicions or allegations of sexual abuse. If the PRCA receives a report of physical or sexual misconduct involving a minor, the PRCA will make a report to the proper law enforcement authorities. This may not absolve the original reporter of his or her duty to report physical or sexual misconduct toward a minor to law enforcement authorities. Many states have reporting requirements, and you should determine whether you have a personal obligation to report to law enforcement authorities.

**In some cases, an individual may be hesitant about reporting suspected abuse because they are unsure about the credibility of the person making the allegation, are unsure about the credibility or validity of the facts on which the allegations are based, or are concerned about the potential consequences of a false report. It is critical that reporting parties not attempt to evaluate the credibility or validity of child physical or sexual abuse allegations as a condition for or prior to reporting their concerns.**

### REPORTING PROCEDURE

#### To Whom to Report

All reports of violations of any part of this Policy shall be made to the PRCA's HR Director or the Assistant Rodeo Administrator. Additionally, suspicions or allegations of child physical or sexual abuse may, **and in many cases must**, be made to the appropriate law enforcement authorities. A compilation of information on when a person must make a report to law enforcement authorities can be found at:

[www.childwelfare.gov](http://www.childwelfare.gov)

[http://www.childwelfare.gov/systemwide/laws\\_policies/statutes/manda.cfm](http://www.childwelfare.gov/systemwide/laws_policies/statutes/manda.cfm)

[http://www.childwelfare.gov/systemwide/laws\\_policies/state/](http://www.childwelfare.gov/systemwide/laws_policies/state/)

#### How to Report to the PRCA

Reports to the PRCA may be made by emailing [safesport@prorodeo.com](mailto:safesport@prorodeo.com) calling Michelle Maestas 719-528-4778.

The PRCA will take a report in the way that is most comfortable for the person initiating a report, including an anonymous, in-person, verbal or written report. Anonymous reporting may

make it difficult for the PRCA to investigate or properly address misconduct or abuse. However, the PRCA will accept anonymous reports.

If reporting by email, **it is strongly encouraged that the following information be included:** 1) the name(s) and contact information of the complainant(s); 2) the type of misconduct alleged; 3) the name(s) of the individual(s) alleged to have committed the misconduct; 4) the name(s) of the alleged victim(s); 5) the approximate date(s) the misconduct was committed; 6) the names of other individuals who might have information regarding the alleged misconduct; 7) a summary statement of the reasons to believe that misconduct has occurred.

### **“Whistleblower” Protection**

The PRCA will not encourage, allow or tolerate attempts from any individual, group or organization 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 a violation of this Policy and grounds for disciplinary action. However, this “Whistleblower” protection is not intended to shield complainants from discipline for engaging in other misconduct.

### **Bad-Faith Allegations**

Submitting a knowingly false allegation is prohibited and may violate state and criminal civil defamation laws. Such reports will be considered a violation of this Policy and grounds for disciplinary action.

## **Section V -- Responding to Reports of Abuse and Other Misconduct**

In response to allegations of abuse or misconduct, the following procedures and guidelines shall apply.

### **INVESTIGATION AND/OR DISCIPLINARY PROCEEDINGS**

Upon a report or other notice of credible information or allegations that a Covered Individual (1) may have engaged in actual or suspected child physical or sexual abuse; or (2) may have otherwise violated this Policy, the PRCA shall conduct an investigation and/or institute disciplinary proceedings, as and if appropriate. Depending on the nature of the incident reported, an investigation may or may not be conducted, and the extent of that investigation may likewise vary. Any investigation shall be conducted by the HR Director, the Assistant Rodeo Administrator, and/or his/her designee. Any disciplinary action or proceedings shall be instituted by the same. Upon receipt of a credible allegation involving a Policy violation, the PRCA may notify its Executive Council, Board members, staff members, volunteers, and/or parents, as appropriate.

**Notwithstanding the foregoing, if the PRCA receives a report of physical or sexual misconduct involving a minor, the PRCA will make a report to the proper law enforcement authorities. Further, the PRCA may refrain from conducting any investigation or hearing procedure in response to allegations of child physical or sexual abuse if requested by, and for such period of time requested by, law enforcement authorities, including due to a pending criminal investigation or criminal prosecution.**

**Notwithstanding anything in this Policy, the PRCA will address any allegations of misconduct and impose any discipline against its staff members in accordance with its employment policies and procedures and other documents governing the employment. Likewise, PRCA may address allegations of misconduct and impose discipline against independent contractors in accordance with the terms of the contract. PRCA Employees, PRCA Contractors, and PRCA Volunteers are not entitled to the process and hearing procedures described in this Section V, except to the extent that they are also members of the PRCA, in which case they may use the hearing process only in connection with their membership in the PRCA.**

If the PRCA determines that disciplinary action is warranted, it shall issue a letter to the respondent notifying him/her of the violation and the proposed disciplinary action. In instances where the proposed disciplinary action is a suspension or termination of membership in the PRCA, and/or suspension or termination of respondent's participation in the activities or affairs of the PRCA, respondent shall be given ten (10) days from the date of the letter to request a **HEARING**, to be conducted pursuant to the process below. If the PRCA determines that provisional action is warranted, the imposition of the provisional action and the timing of any

related hearing(s) shall be as determined by the PRCA in accordance with the section on **PROVISIONAL ACTION**, below.

Hearings under this policy will be conducted by the PRCA Safe Sport Hearing Panel. The pool of Hearing Panel members shall consist of 3-10 individuals. For any **HEARING** under this policy, the Chair of the Hearing Panel shall select a panel of three individuals from this pool, and appoint one of them the chair of that panel. Once appointed, the panel shall set pre-hearings deadlines, make decisions on any pre-hearing motions or other issues, conduct the hearing, and take other related action as appropriate.

### **IMPORTANCE OF CONFIDENTIALITY**

The substance of any investigation and/or disciplinary proceedings must be kept confidential until a final decision has been rendered, to the greatest extent possible. An investigator shall not discuss the investigation with anyone except for the purposes of conducting the investigation, and except as requested by law enforcement or child protection authorities. Hearings will be closed and confidential, to the extent possible, other than for notification of the outcome. Participants in the hearing, including the PRCA Safe Sport Hearing Panel, alleged offender, the PRCA representative, victim, and any witnesses, shall be required to keep the proceedings confidential, except as requested by law enforcement or child protection authorities. The hearing panel shall only discuss the proceedings, including testimony and other evidence presented, amongst themselves and shall deliberate among themselves to reach a decision.

### **DISCIPLINARY ACTION**

Disciplinary action may take the form of, as appropriate, a warning, reprimand, temporary suspension from participation in the activities and affairs of the PRCA, or up to and including a permanent ban on participation in the activities and affairs of the PRCA, subject to **HEARINGS** where required. **Penalties imposed, and disciplinary action taken shall not be governed by, or factored into, the progressive discipline process set forth in the PRCA Bylaws and/or Rule Book. Disciplinary action under this Policy is separate and apart from, and is not governed by, the disciplinary processes in the PRCA Bylaws and/or Rule Book.**

### **PROVISIONAL ACTION**

Upon receipt of a credible and reasonably substantiated allegation of misconduct and when such allegation indicates that the accused individual's continued participation with the PRCA poses a risk of ongoing harm to Protected Individuals within the Scope of this Policy, the PRCA may provisionally suspend the accused individual from participation in the PRCA's activities and affairs, or impose such other restriction on the accused's participation, as may be appropriate for the safety of Protected Individuals. Provided, however, that an individual may not be provisionally suspended or restricted without either: (1) an opportunity for a **PROVISIONAL**

**HEARING**, either before imposition of the provisional action or on a timely basis after the imposition of the provisional action; or (2) an opportunity for an expedited **FULL HEARING** on a timely basis after imposition of the provisional action. Violation of a provisional suspension under this Policy will be considered a separate violation of this Policy, apart from the underlying misconduct alleged.

### **PROVISIONAL HEARING**

In the event that (1) the PRCA takes, or has taken, provisional action that would limit an accused's opportunity to participate in the activities or affairs of the PRCA; and (2) the accused has been offered and exercises his or her option for a provisional hearing, then a panel of three from the PRCA Safe Sport Hearing Panel shall be convened to determine whether the provisional action should be imposed pending the outcome of a full hearing before the Hearing Panel. In a provisional hearing, provisional action will be imposed or sustained where the Hearing Panel determines, by a preponderance of the evidence, that the accused poses a risk of ongoing harm to Protected Individuals within the Scope of this Policy. The provisional hearing may be conducted in-person, by phone, or in writing. The Hearing Panel shall conduct the hearing and publish its results shortly thereafter.

### **FULL HEARINGS**

In cases where the PRCA seeks to suspend or otherwise limit an individual's opportunity to participate in the activities or affairs of the PRCA, the PRCA shall provide notice to such individual of the allegations made and offer such individual a hearing on the allegations. If the individual chooses a hearing, a panel of three (3) from the PRCA Safe Sport Hearing Panel will conduct a hearing to determine whether, by a preponderance of the evidence, the accused individual violated this Policy.

The accused individual shall have the right to (1) receive written notice of the allegations and the PRCA's recommended penalty; (2) present relevant information to the Hearing Panel; and (3) be represented by legal counsel (at the party's own expense). In connection with any hearing the accused individual must be given a reasonable opportunity to respond to the allegations brought forward. This may or may not include cross examination of the victim.

A hearing date shall be scheduled no more than 60 days and no fewer than 30 days after notice has been issued, except in unusual circumstances or at the request of the parties. Notice of the allegation and hearing shall be provided via certified mail, return receipt requested, and email, to the individual's address and email address on file with the PRCA. The individual shall have ten (10) days to respond, either accepting the proposed penalty, or requesting a hearing. Alternatively, where provisional action has been imposed and no provisional hearing held, then a hearing shall take place no more than 30 days after notice has been issued, except in unusual circumstances or at the request of the parties.



The hearing shall be closed and confidential, to the extent possible, other than for notification of the outcome. The hearing may take place in-person, or by phone or video.

### **FINDINGS AND SANCTIONS OF THE HEARING PANEL**

The PRCA Safe Sport Hearing Panel, or any three-person panel thereof, has the discretion to impose sanctions on the accused individual if it finds that the accused individual has violated this Policy based on a preponderance of the evidence.

The Hearing Panel will communicate its findings in writing to the parties. Any sanctions imposed by the Hearing Panel must be proportionate and reasonable, relative to the findings and conclusions of the panel as to what has occurred. The decision regarding the appropriate disciplinary action shall be up to the Hearing Panel deciding each complaint. Disciplinary action may take the form of, as appropriate, a warning, reprimand, temporary suspension from membership or participation in the activities and affairs of the PRCA, or up to and including a permanent ban on membership or participation in the activities and affairs of the PRCA.

Any individual who is subject to any period of suspension from the PRCA for misconduct involving a minor may have his or her name published on the PRCA's website, noting the suspension.