



USA SHOOTING COMPLAINT/GRIEVANCE POLICY AND HEARING PROCEDURES

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1. Purpose

The USA Shooting Complaint/Grievance Policy and Hearing Procedures details how USA Shooting responds to reported concerns, including those related to conduct and alleged violations of USA Shooting policies. The procedures set forth below outline the steps taken to investigate, resolve, and, if necessary, impose disciplinary measures related to concerns raised to USA Shooting. These procedures also outline the hearing process that will be followed for applicable matters. This document supersedes the Article XX Complaint/Grievance Forms and Hearing Procedures for USA Shooting Hearing Panels (effective date January 3, 2025).

Complaints or reports relating to violations of law, violations of the U.S. Center for SafeSport Code, or any violations of USA Shooting Policies, including the Athlete Safety Policy, the Code of Conduct, the Conflict of Interest Policy, the Gifts and Entertainment Policy, the Whistleblower and Anti-retaliation Policy and the Sports Integrity Policy, shall be reported and addressed as outlined in the relevant policies.

2. Definitions

“Aggrieved Party” refers to any current or former member of USA Shooting who believes himself/itself to be wronged or harmed by an action of USA Shooting or by one of its members.

“Complainant” refers to any Aggrieved Party who reports a violation of a policy or procedure.

“De Novo Review” refers to the process of evaluating a case anew or from the beginning, giving zero deference to the previous decision, effectively acting as if the earlier decision never happened.

“Preponderance of the Evidence Standard” is a standard of review wherein a matter can be considered a violation if it appears “more likely than not” that a violation occurred. Or put otherwise, that there is a greater than 50% chance that the claim is true.

“Subject” or “Respondent” refers to the party who is alleged to have caused injury or harm or to have violated a policy or procedure.

“Witness” refers to any individual who may have personal knowledge of or may have observed any alleged wrongdoing or harm.

3. How to File a Complaint/Grievance

Any current or former member of USA Shooting who believes himself/itself to be aggrieved or harmed by any action of USA Shooting or by one of its members, may file a Complaint with USA Shooting. If the Complainant is a minor, the Complaint may be initiated by such minor’s parent or legal guardian. To be considered for resolution through these procedures, a Complainant must complete the USA Shooting Complaint/Grievance Reporting Form (see Appendix A) to ensure all necessary information is submitted for consideration, addressed and emailed to the Chair of the USA Shooting Ethics Committee (“Ethics Committee”) at Ethics@usashooting.org and the USA Shooting Legal Counsel at Legal@usashooting.org. If the complaint is against either the Chair of the Ethics Committee or the USA Shooting Legal Counsel, said complaint shall be forwarded instead to the Chair of the USA Shooting Judicial Committee (“Judicial Committee”) at Judicial@usashooting.org.

A Complaint that is not filed in accordance with this Section shall render the filing void, with the exception of SafeSport violations, which should be reported and filed pursuant to USA Shooting’s Athlete Safety Policy or the U.S. Center for [SafeSport Code](#).

4. Time Requirements related to Filing Complaints by Aggrieved Parties

Complaints must be filed within the following time frames:

- A. Administrative Grievances: Except as provided in section 3 above, Administrative Grievances, must be filed within **sixty (60) calendar days** following the occurrence of the alleged violation or grievance.
- B. Opportunity to Participate/Right to Compete complaints must be filed within **one-hundred eighty (180) calendar days** following the denial or threat to deny. However, if the competition in question is a Protected Competition as defined by the USOPC Bylaws, there is no obligation to exhaust remedies through a USA Shooting hearing panel before proceeding to the process set forth in Section 9 of the USOPC Bylaws or to binding arbitration using the established provider of arbitration services designated by the USOPC.
- C. Background Check Review/"Red Light" Review: Complaints must be filed within **sixty (60) calendar days** following the "Red Light" Finding¹ or ruling pursuant to the USA Shooting Background Check Policy.
- D. Complaints alleging SafeSport violations are not subject to any statute of limitations.

A complaint that is not timely filed in accordance with this Section shall render the filing void.

5. Complaint Review Procedures

When USA Shooting becomes aware of a potential violation of USA Shooting policy or any matter subject to a hearing per this policy, whether through the normal course of business, a concern reported through USA Shooting's reporting channels, or any other means, it will review the concern and ensure that it is addressed according to these procedures.

A. Intake and Initial Inquiry

When USA Shooting becomes aware of a potential violation of USA Shooting policy, the USA Shooting Ethics Committee ("Ethics Committee") will begin an initial inquiry. In the initial inquiry, the Chair of the Ethics Committee or his/her designee shall first review the concern to determine whether the alleged violation is within the jurisdiction of USA Shooting and whether the underlying facts, if taken as true, give rise to an actionable claim. If the matter is an actionable claim within USA Shooting's jurisdiction, the review will continue. If the matter is not an actionable claim within USA Shooting's jurisdiction, the matter will be deemed to have failed the initial inquiry and will not proceed to a review. USA Shooting will notify the Complainant of such determination in writing, unless such complaint is filed anonymously.

In all cases, the initial inquiry and any subsequent steps will be conducted by disinterested individuals. Should the Chair of the Ethics Committee be conflicted in the review of a

¹ "Red Light" Findings as defined in the USA Shooting Background Check Policy.

concern, the USA Shooting Nominating and Governance Committee shall identify a non-conflicted designee who shall conduct the review.

B. Review

Following the initial inquiry's confirmation that the matter appears to be an actionable claim within the USA Shooting's jurisdiction, the Chair of the Ethics Committee shall determine the appropriate entity (the "entity with jurisdiction") to conduct the review, which may include the USA Shooting Judicial Committee "Judicial Committee") or USA Shooting Legal Counsel.

During the course of the review, the entity with jurisdiction may take whatever steps deemed necessary in their discretion to conduct a full review of the matter, including but not limited to:

- Review of USA Shooting Bylaws or other relevant policies
- Review of documentation related to the matter
- Review of any evidence related to the matter
- Interviews with involved parties, including the Complainant(s), the subject(s)/Respondent(s), and any witnesses

If the entity with jurisdiction finds cause to do so, a complaint may be dismissed during the investigative review. Reasons that a complaint may be dismissed include, but are not limited to:

- Insufficient evidence to support claims
- Lack of participation by the Complainant
- Determination that the complaint is not in fact within USA Shooting's jurisdiction to resolve
- No available remedy for the reported concern, even if the factual allegations are supported

USA Shooting will notify the Complainant of such dismissal in writing, unless the complaint was filed anonymously. If the complaint is not dismissed, USA Shooting will notify the subject(s)/Respondent(s) of the complaint at the appropriate time during its review.

C. Resolution

Following the review, the entity with jurisdiction will conclude whether a violation of any USA Shooting policy occurred. USA Shooting conducts its reviews with a preponderance of the evidence standard, meaning that a matter can be considered a violation if it appears "more likely than not" that a violation occurred.

The entity with jurisdiction will send a notice to the subject of the review sharing the determination and, if a violation was confirmed, any disciplinary actions that are to be assessed as part of the determination. Disciplinary actions may include, but are not limited to:

- Warning,

- Probation,
- Fines,
- Limitations on access to USA Shooting facilities,
- Restrictions while at USA Shooting activities,
- Loss of funding,
- Loss of access to services,
- Loss of Elite Athlete Health Insurance,
- Suspension for a specified duration,
- Lifetime ban/permanent ineligibility,
- Termination of employment or membership, and/or
- Performance of a specified task(s), such as a formal written and/or oral apology or completion of training or education on diversity, equity, and inclusion.

If any of the disciplinary actions will impact an individual's participation in USA Shooting, the notice will include information about the proposed discipline and how the impacted individual may request a hearing within a reasonable time before such discipline takes effect.

If the review concludes that an employee of USA Shooting has retaliated against an individual for reporting an allegation of physical abuse, sexual harassment, or emotional abuse, the employee will be immediately terminated or suspended without pay as outlined in the USA Shooting Whistleblower and Anti-Retaliation Policy.

In the event a review finds that another USA Shooting Affiliated Individual has retaliated against an individual in response to any communication, including a formal complaint, from that individual (or their parent / legal guardian) related to an allegation of physical abuse, sexual harassment, or emotional abuse, USA Shooting shall immediately take action against the Affiliated Individual as outlined in USA Shooting Bylaws, USA Shooting Code of Conduct, and the USA Shooting Whistleblower and Anti-Retaliation Policy

As required by the Ted Stevens Olympic and Amateur Sports Act (the Act), in no case will USA Shooting declare an athlete, coach, trainer, manager, administrator, or official ineligible to participate in a Protected Competition without the opportunity for a hearing. However, should an impacted individual communicate that they accept such discipline with no hearing, or do not request a hearing prior to the deadline communicated in the notice of determination, the individual will be deemed to have waived their opportunity for a hearing.

At any point after receiving notice of a review, the subject may also attempt to informally resolve a concern with the entity with jurisdiction. If the subject and entity with jurisdiction agree upon an informal resolution during the review, such resolution may be adopted immediately and the matter will be closed with no ability to later rescind or appeal the informal resolution.

6. Hearing Procedures

Some matters, whether by original jurisdiction or by virtue of hearing rights provided in the eligibility section below, may be resolved through a hearing. The rules for a hearing administered by USA Shooting are set forth in this section.

A. Eligibility

The following complaint types are reviewable by a hearing panel:

i. Opportunity to Participate/Right to Compete

- a. An individual who alleges any denial, or threat to deny, any member who is an athlete, coach, trainer, manager, administrator or other official, the opportunity to compete or participate in a competition protected by the provisions of the Ted Stevens Olympic and Amateur Sports Act or the United States Olympic & Paralympic Committee ("USOPC") Bylaws, may seek a hearing under this policy (a "Protected Competition").
- b. If the competition in question is a Protected Competition as defined by the USOPC Bylaws, there is no obligation to exhaust remedies through a USA Shooting hearing panel before proceeding to the process set forth in Section 9 of the USOPC Bylaws or to binding arbitration using the established provider of arbitration services designated by the USOPC.

ii. Background Check Review ("Red Light" Review)

- a. An individual who is preliminarily ruled disqualified from participation in USA Shooting activities as a result of a "Red Light" Finding (see USA Shooting Background Check Policy) on a background check, or a self-disclosure of a felony or misdemeanor that would otherwise trigger a "Red Light" Finding, may request a hearing under this policy.

iii. Administrative Grievance

- a. An individual who alleges that USA Shooting is not compliant with (i) any of USA Shooting's rules, regulations, or policies; or (ii) any provision of the USA Shooting Bylaws; or (iii) its obligations under the USOPC Bylaws or the Ted Stevens Olympic and Amateur Sports Act, may seek a hearing to review the alleged non-compliance and, if non-compliance is confirmed, compel compliance.
- b. There is no obligation that an individual exhaust remedies under this provision of these procedures before reporting an issue to the USOPC through its Integrity Portal or proceeding to the process set forth in Section 10 of the USOPC Bylaws.

The following complaint types are **not** reviewable by a hearing panel under these procedures, even if it may impact an individual's opportunity to participate:

i. Anti-Doping Violations

- a. Any decision concerning a doping violation adjudicated by the United States Anti-Doping Agency (“USADA”) shall not be reviewable through, or subject to, a hearing under these procedures.
- ii. *SafeSport Violations*
 - a. Any decision concerning a SafeSport violation adjudicated by the US Center for SafeSport (“the Center”), or adjudicated by USA Shooting under past procedures prior to the existence of the Center, shall not be reviewable through, or subject to, a hearing under these procedures.
- iii. *Field of Play Decisions*
 - a. The final decision of a referee during a competition regarding a field of play decision (a matter set forth in the rules of the competition to be within the discretion of the referee) will not be reviewable through, or subject to, a hearing under these procedures unless the decision is outside the authority of the referee to make under the rules of the competition, or the product of fraud, corruption, partiality, or other misconduct of the referee. For purposes of these procedures, the term “referee” shall include any individual with discretion to make field of play decisions.
- iv. *Start Rights*
 - a. The decision of a start right determination made by USA Shooting, or individual authorized by USA Shooting, during a competition shall not be reviewable through, or subject to, a hearing under these procedures.
- v. *Employment Concerns*
 - a. Any issue concerning the hiring, firing, or any other employment-related matter of any employee or contractor of USA Shooting shall not be reviewable through, or subject to, a hearing under these procedures.

B. Administration

The Judicial Committee will oversee the administration of the hearing process. Judicial Committee members are subject to the USA Shooting Conflicts of Interest Policy and shall adjust their involvement, including recusal as necessary, in accordance with that policy.

C. Requesting a Hearing

A Complainant may initiate a request for a hearing by submitting a Hearing Request Form (see Appendix B). This form shall be submitted to: 1) the Chair of the USA Shooting Judicial Committee at Judicial@usashooting.org who will initiate the hearing process; and, 2) the USA Shooting Legal Counsel at Legal@usashooting.org. If the complaint is against either the Chair of the Judicial Committee or the USA Shooting Legal Counsel, said

hearing request shall be forwarded instead to the Chair of the USA Shooting Ethics Committee at Ethics@usashooting.org.

D. Expedited Procedures

A party may request an expedited hearing procedure in the event that the matter at issue requires a resolution on an accelerated timeline in order to ensure that relief may be granted within the timeframe necessary. For example, a Complainant requesting an Opportunity to Participate hearing for a Protected Competition that is occurring in a few weeks from the date of filing, may request an expedited hearing. All reasonable efforts will be made to convene and resolve the matter on an expedited basis to ensure their ability to participate should they prevail.

If a Complainant wishes to have a matter considered on an expedited basis, they must ensure that this request is made known immediately upon filing their request for a hearing.

E. Hearing Panel

Upon the filing of a complaint, the Chair of the USA Shooting Judicial Committee, or another member of the Judicial Committee if the Chair has a conflict of interest, will appoint a hearing panel consisting of three (3) disinterested members of the Judicial Committee or qualified and vetted Independent Hearing Panel members, who shall satisfy the standards of independence of "Independent Directors" as set forth in the USA Shooting Bylaws, to hear the complaint. The Chair of the Judicial Committee will also appoint a chair of the hearing panel from among the three panelists selected. The Chair may select her/himself as a member of the panel, including as chair. At least one member of the hearing panel will be an individual meeting the definition of NGB 10 Year Athlete, as defined by the USOPC Bylaws. The hearing panel has the authority to rule on all motions, requests, and other matters raised in the proceeding.

The parties shall be informed of the panel composition following their appointment and with reasonable time before the hearing begins. Any party to the proceeding may object to the appointment of any member of the panel on the grounds of bias or conflict of interest which the party believes to be disqualifying. The objection, along with relevant information, will be provided to the USA Shooting Ethics Committee at Ethics@usashooting.org to review potential grounds for disqualification. The Ethics Committee will timely render a determination of whether the appointed panel member should be disqualified, and, if the panel member is disqualified, a replacement panel member will be appointed by the Chair of the Judicial Committee.

Throughout this process, all members of the hearing panel are subject to the USA Shooting Conflicts of Interest Policy and shall adjust their involvement, including recusal or withdrawal as necessary, in accordance with that policy.

F. Conduct of the Hearing

i. Notice of the Complaint

The hearing panel will provide written notice to the Respondent (and to all known affected parties in Opportunity to Participate Complaints) that a complaint has been filed against him/her/it (if an organization), along with a copy of the complaint and any attachments that were provided. The notice will be delivered to the Respondent within fourteen (14) days following USA Shooting's receipt of a properly filed complaint unless there is just cause for delay, or in the case of an expedited proceeding, for which notice will be delivered as soon as reasonably possible. The notice will include specific hearing procedures, rights of the parties, possible consequences should the charges be found true, and any applicable deadlines.

If a party is a minor, all correspondence will also be copied to the minor's parents or legal guardians.

ii. Answer

The Respondent will be provided with an opportunity to provide an answer to the complaint addressing the allegations made against him/her/it and providing a defense or other reasons why the matter should not proceed, in accordance with the deadlines set in the notice. The deadline shall be reasonable, not to exceed fourteen (14) days without just cause for delay.

The answer will be delivered to the Complainant within seven days of receipt, barring just cause for a delay, or in the case of an expedited proceeding, for which the answer will be requested for delivery in a shorter timeframe or as soon as reasonably possible.

iii. Motion to Dismiss

A Respondent may file a motion to dismiss the case. The Complainant will be provided with an opportunity to respond to the motion and oral argument will be held.

iv. Representative

Any party to a hearing panel proceeding may have legal representation or an advisor present throughout such proceedings at his or her own expense.

v. Pre-Hearing Conference and Hearing Schedule

The hearing panel will hold a pre-hearing conference with the parties as soon as practicable. In the pre-hearing conference, the hearing panel will generally discuss with the parties a schedule for the proceeding, including any deadlines for submissions, and set a date and time for the hearing. The date and time of the hearing shall be such that it is practicable for all parties to attend. In all cases, a hearing will be held within 90 days of the last filing with USA Shooting without just cause for a delay, unless a delay beyond this period is expressly agreed to in writing by the parties.

vi. *Exchange of Information*

In advance of the hearing, the hearing panel will require the parties to exchange information, a list of anticipated witnesses with a brief description of expected testimony, and any exhibits that the parties anticipate using at the hearing. The exchange of information shall take place within a reasonable time before the hearing, based on the agreed-upon hearing schedule.

vii. *Conduct of the Proceeding*

If the matter is not otherwise resolved prior to the hearing date, a hearing will be held on the merits. The parties will be given a reasonable opportunity to present oral or written evidence relating to the matter, to cross-examine any witnesses offered by the other party², and to present such factual or legal claims as desired.

The hearing panel will determine the admissibility, relevance, and materiality of the evidence offered and the credibility of witnesses presented (including by appropriately weighing written testimony given the lack of an opportunity for cross examination), and may exclude evidence it deems to be cumulative or irrelevant. The hearing panel will have the right to question witnesses or the parties at any time.

The hearing will be conducted virtually (by teleconference or videoconference), unless the hearing panel determines that an in-person hearing is necessary. Each party will have the right to appear personally or through a representative at their own expense.

viii. *Record of the Proceeding*

Any party may have a record made of the hearing. A court reporter may be present at the hearing at the request of a party. The court reporter will be paid for by the party requesting the court reporter, or if mutually agreed, the cost may be equally divided. Any transcript will be paid for by the party requesting the transcript.

ix. *Standard of Review*

The hearing panel will be required to determine whether, based on the evidence presented, the party seeking relief has proven its entitlement to relief by a preponderance of the evidence. The hearing will be a de novo review.

x. *Sanctions*

For disciplinary actions, the hearing panel may impose proportionate sanctions, including, but not limited to:

- Warning,
- Probation,
- Fines,

² The Panel retains the authority to make reasonable accommodations related to cross examination. For example, if a minor is called to testify, the Panel may decide to facilitate cross examination through the Chair of the Panel.

- Performance of a specified task(s), such as a formal written and/or oral apology or completion of training or education on relevant topics as determined by the hearing panel,
- Limitations on access to USA Shooting facilities,
- Restrictions while at USA Shooting activities,
- Loss of funding,
- Loss of access to services,
- Loss of Elite Athlete Health Insurance,
- Suspension for a specified duration,
- Termination of membership, and/or
- Lifetime ban/permanent ineligibility

The hearing panel is not bound to any requested sanction, including any previous disciplinary action imposed for a similar eligible complaint under a review per Section 2 of this policy.

xi. Decision

A decision will be determined by a majority of the hearing panel and will go into effect immediately, unless otherwise stated. The decision of the hearing panel will be delivered in writing, with explanations of the hearing panel's reasoning, in a timely fashion following the conclusion of the hearing.

For an expedited matter, the hearing panel may issue a preliminary written decision to ensure that there is sufficient time to execute a decision before following up with its fully reasoned written decision to ensure that a decision is issued with sufficient time to execute the decision.

xii. Arbitration

In accordance with the Act, USA Shooting will submit to binding arbitration through the arbitral body designated by the USOPC in any controversy involving the opportunity of any amateur athlete, coach, trainer, manager, administrator, or official to participate in Protected Competition upon the demand of the USOPC or the aggrieved individual. An individual may demand arbitration at any point in the process outlined in this hearing procedure, including simultaneously to filing the request for a hearing, and is not required to exhaust other remedies prior to demanding arbitration.

xiii. Appeal Rights

For Opportunity to Participate and Background Check Review Complaints, a party not satisfied with a decision rendered under these Procedures may appeal a decision of the hearing panel to the arbitral body designated by the USOPC with the concurrence of the Team USA Athletes' Commission and the National Governing Bodies' Council to hear disputes pursuant to the designated rules for a final and binding decision. The arbitrator appointed by that body will have the authority to hear the matter anew or, if requested by a party and agreed to by the arbitrator after input from all parties, to render a decision based on a more limited scope of review of the matter. Either party

may submit the decision of the hearing panel to the arbitrator for the arbitrator's consideration.

For Opportunity to Participate Complaints involving a Protected Competition, a complainant or affected party may file a complaint with the USOPC under Section 9 of the USOPC Bylaws.³ After the filing of a Section 9 complaint with the USOPC, or simultaneously upon filing, the individual may file a demand for arbitration with the arbitral body designated by the USOPC for a final and binding decision in the matter.

For Non-Compliance Complaints, a complainant may file a complaint with the USOPC under Section 10 of the USOPC Bylaws and follow the procedures set forth therein.

7. Anti-Retaliation Statement

USA Shooting has zero tolerance for retaliatory conduct by any USA Shooting members, athletes, board members, officers, directors, committee members, task force members, employees, coaches, independent contractors, officials, and volunteers, and anyone participating in USA Shooting events and activities (collectively, "Affiliated Individuals") against any person who comes forward with a good faith complaint or issue. Retaliation means any adverse or discriminatory action, or the threat of an adverse or discriminatory action, including removal from a training facility, reduced coaching or training, reduced meals or housing, and removal from competition, carried out against a protected individual as a result of any communication, including the filing of a formal complaint, by the protected individual or a parent or legal guardian of the protected individual relating to the allegation of physical abuse, sexual harassment, or emotional abuse, with— (A) the U.S. Center for SafeSport; (B) a coach, trainer, manager, administrator, or official associated with the corporation; (C) the Attorney General; (D) a Federal or State law enforcement authority; (E) the Equal Employment Opportunity Commission; or (F) Congress. For more information about the definition of retaliation and USA Shooting's zero tolerance approach to retaliation, please see the USA Shooting Whistleblower and Anti-Retaliation Policy.

Anyone who makes a false report knowing that it is false or that it has no basis in fact is in violation of the USA Shooting Code of Conduct. Such a violation may itself be reported under this Code of Conduct and may lead to serious consequences.

8. USA Shooting Resources

The USA Shooting Ethics Committee is responsible for this policy and its enforcement. The Chair of the Ethics Committee can be contacted with any questions about this policy at Ethics@usashooting.org.

³ While a Section 9 complaint is presented here as an option that may be pursued by an aggrieved party following review of an Opportunity to Participate complaint under these Procedures, this provision is not intended to imply that an individual must exhaust remedies under these Procedures before filing a Section 9 complaint with the USOPC. An individual may proceed directly to a Section 9 rather than first seeking relief under these Procedures.

9. Additional Resources

Individuals who wish to report concerns related to this policy as it relates to involvement in the Olympic and Paralympic Movement, or are uncomfortable reporting a concern directly to USA Shooting, may also submit a report using the [USOPC Integrity Portal](#). The Integrity Portal allows individuals to submit concerns to the USOPC confidentially and/or anonymously. Reports may be made online or by telephone.

Website: usopc.ethicspoint.com

Hotline: 877-404-9935

Team USA athletes may contact the Athlete Ombuds for independent and confidential advice on a variety of sport related matters, including their rights, applicable rules, policies or processes, and questions related to resolving disputes and grievances. The Athlete Ombuds can also help Team USA athletes connect with legal counsel or mental health resources if needed. All other USA Shooting athletes (i.e., athletes competing domestically at the masters or youth level, recreational athletes, foreign athletes), are welcome to visit the Athlete Ombuds website to review informational resources and should work directly with USA Shooting to understand additional resources and options available to them.

Email: ombudsman@usathlete.org

Website: www.usathlete.org

**Appendix A
USA Shooting
Complaint/Grievance Reporting Form**

This section is for information about the Complainant (the individual filing the complaint).

Name (First and Last): _____

Club or State Association Name (If Applicable): _____

Parent/Guardian Name (If Applicable): _____

Membership Number: _____

Membership Type: _____

Contact Email: _____

Contact Phone: _____

This section is for information about the Respondent (the person against whom the complaint is being filed). Please select one of the following:

_____ I am filing this Complaint against a USA Shooting Member.

First Name: _____

Last Name: _____

Type of Member (e.g. athlete, coach, volunteer): _____

_____ I am filing this Complaint against any other USA Shooting Affiliated Individual.

First Name: _____

Last Name: _____

Type of Affiliated Individual: _____

_____ I am filing this Complaint against USA Shooting.

Please use this section to provide detailed information on the type of complaint being filed and the USA Shooting policy or policies that you believe have been violated. You may also submit your statement as an attachment.

1. Please select the type of Complaint you are filing:

_____ Administrative Grievance (within 60 days of occurrence)

_____ Opportunity to Participate/Right to Compete (within 180 days of occurrence)

_____ Background Check Review/"Red Light" Review (within 60 days of occurrence)

2. Date of Alleged Violation: _____

3. Please select the Policy or Policies you believe were violated:

_____ Code of Conduct

_____ Conflicts of Interest

_____ Gifts and Entertainment

_____ Whistleblower and Anti-Retaliation

_____ Sports Integrity

_____ Athlete Safety

_____ SafeSport

_____ Background Check Policy

_____ Other Policy or Policies (list): _____

_____ Team Selection Procedures (list): _____

Please attach your statement and/or any supporting evidence or documentation (for example emails or texts) to support the alleged USA Shooting policy violation. Please list the attachments you provide below:

1. _____

2. _____

3. _____

USA Shooting has zero tolerance for retaliatory conduct by any USA Shooting members, athletes, board members, officers, directors, committee members, task force members, employees, coaches, independent contractors, officials, and volunteers, and anyone participating in USA Shooting events and activities (collectively, "Affiliated Individuals") against any person who comes forward with a good faith complaint or issue. Retaliation means any adverse or discriminatory action, or the threat of an adverse or discriminatory action, including removal from a training facility, reduced coaching or training, reduced meals or housing, and removal from competition, carried out against a protected individual as a result of any communication, including the filing of a formal complaint, by the protected individual or a parent or legal guardian of the protected individual relating to the allegation of physical abuse, sexual harassment, or emotional abuse, with— (A) the U.S. Center for SafeSport; (B) a coach, trainer, manager, administrator, or official associated with the corporation; (C) the Attorney General; (D) a Federal or State law enforcement authority; (E) the Equal Employment Opportunity Commission; or (F) Congress. For more information about the definition of retaliation and USA Shooting's zero tolerance approach to retaliation, please see the USA Shooting Whistleblower and Anti-Retaliation Policy. Anyone who makes a false report knowing that it is false or that it has no basis in fact is in violation of the USA Shooting Code of Conduct. Such a violation may itself be reported under this Code of Conduct and may lead to serious consequences.

Appendix B

Request for Hearing

Individuals who wish to request a hearing in accordance with the USA Shooting Complaint Resolution and Hearing Procedures must complete this form and submit it to the Chair of the USA Shooting Judicial Committee at Judicial@usashooting.org and the USA Shooting Legal Counsel at Legal@usashooting.org

Complainant Information:

Full Name: _____

Parent/Guardian Name (If Applicable): _____

Membership Number: _____

Membership Type: _____

Contact Email: _____

Contact Phone: _____

Hearing Requested (mark one option):

_____ Opportunity to Participate/Right to Compete

_____ Administrative Grievance

_____ Background Check Review

Does this matter require an expedited hearing (see Section 6(C) of the USA Shooting Complaint/Grievance Resolution and Hearing Procedures Policy for more information)?

_____ No _____ Yes If yes, please explain _____

Alleged Grounds of Violation / Non-Compliance (Additional pages may be attached.)

Supporting Evidence

Please describe any supporting evidence you have for your allegations. Documentation and electronic media may also be submitted with this form. (Additional pages may be attached.)