

NON-DISCRIMINATION COMMITMENT

U.S. Figure Skating commits in policy, principle, and practice to sustain a nondiscriminatory approach on and off the ice for all members. We strive to provide equal opportunity for all to celebrate their varied backgrounds, experiences and identities and want all members to feel valued and respected at every level of the organization. U.S. Figure Skating's SkateSafe Program receives, investigates, and addresses allegations of discrimination or harassment throughout its membership and the organization.

We provide an equal opportunity to eligible athletes, coaches, trainers, managers, administrators, and officials to participate in eligible athletic competition without discrimination based on race, color, religion, age, gender, gender identity, sexual orientation, national origin, or any other status protected by federal, state, or local law, where applicable.

We select members of the Board of Directors and athlete representatives without discrimination based on race, color, religion, age, gender, gender identity, sexual orientation, national origin, or any other status protected by federal, state, or local law, where applicable.

Harassment in sport, per the U.S. Figure Skating SkateSafe Program Handbook, includes any pattern of 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 attempt to establish dominance, superiority or power over an individual athlete or participant group based on gender, race, ethnicity, culture, religion, sexual orientation, gender expression, or mental or physical disability. It also can be the creation of an environment through behavior or course of conduct that is insulting, intimidating, humiliating, demeaning or offensive.

Examples may include name-calling, taunts, threats, belittling and micro/macro aggressions.

U.S. Figure skating is committed to modeling diversity, equity, inclusion, and justice at all organizational levels, including clubs and sanctioned events. To report a concern of discrimination or harassment to U.S. Figure Skating, visit www.USFigureSkating.org/SkateSafe or email SkateSafe@USFigureSkating.org.

