

How to Report a Concern: Our Safe Sport policy is specifically linked here: https://usawr.org/wp-content/uploads/2020/12/Lakeshore-Safe-Sport-Policy_Revised-December-2020.pdf. As the attached policy notes, the process for issuing a complaint or accusation of misconduct from a Lakeshore Foundation employee, contractual staff member, coach, volunteer, or participant athlete will be to report such to the Chief Program Officer Jen Allred and/or the Director of Human Resources , Debbie Smith. Complaints may be anonymous; however, to assist in investigation, they will be encouraged to be made with the identity of the accuser or reporter being identified. This process will be included in the education and training described above.

Lakeshore Foundation will establish and ensure a reporting process for any complaint issued and the findings. If the complaint is associated with Lakeshore's role as a Performance Partner Sport Organization with the USOPC for wheelchair rugby, reports shall be made to the Team Leader in Sport Performance at the USOPC as well as any applicable legal agencies.

If the complaint is associated with Lakeshore's role as an Olympic and Paralympic Training Site, reports shall be made to the Director, Training Sites and Community Partnerships at the USOPC as well as any applicable legal agencies.

If a complaint is associated with Lakeshore's role as a community membership organization with sports teams, report shall be made to the President of Lakeshore Foundation as well as any applicable legal agencies.

There is no fee to file a report. In addition to reporting any to Lakeshore Foundation any violations that have occurred, all reports of suspected sexual misconduct and abuse (including child sexual abuse) must be reported directly to the U.S. Center for SafeSport at <https://uscenterforsafesport.org/report-aconcern/>.

Again, if you have any concerns at any time about a SafeSport matter, including MAAPP violations, emotional and/or physical misconduct those can be reported to Jen Allred and jena@lakeshore.org or Debbie Smith debbies@lakeshore.org.