



United States Australian Football League
A 501(C)3 Not-For-Profit Organization

9160 Hwy 64, Suite 12, #205, Lakeland, TN 38002
Tel. +1 872-22-USAFL (+1 872-228-7235)
www.usafl.com | operations@usafl.com

U.S. Australian Football League Policy

Policy Document: Sexual Harassment Policy

Approved by: Executive Board

Effective Date: 07/24/2025

Drafted by: Zach Aaron

Purpose: To establish clear policy, communication, and requirements for USAFL members, player participants, and associated individuals.

Policy Statement: The USAFL is committed to the safety and wellbeing of all USAFL members and player participants, associated individuals. As part of this commitment, the USAFL prohibits any form of sexual harassment within its community. The USAFL Sexual Harassment Policy should create an environment that is free of sexual harassment of any kind, and to ensure effective and prompt action and resolution upon the occurrence of misconduct, harassment, and/or abuse. **The USAFL encourages all players and affiliated individuals to report instances of harassment to local authorities. The USAFL also encourages all member clubs and USAFL affiliated individuals to cooperate with law enforcement with regards to any local investigations.**

A. Definitions:

1. "Sexual Harassment" shall be defined as any unwelcome, unsolicited behavior of a sexual nature which creates a hostile environment and/or interferes with an individual's ability to execute their duties. Examples of sexual harassment include, but are not limited to, the following:
 - Unwelcome sexual advances or requests for sexual favors;
 - Unnecessary touching, hugging, pinching, or brushing against a person's body;
 - Staring, ogling, leering, or whistling at a person;
 - Continued or repeated verbal abuse of a sexual nature;

- Sexually explicit statements, sexual flirtations, advances, propositions, subtle pressure for sexual activity, comments, questions, jokes, or anecdotes;
- Graphic or degrading comments about a person's clothing, body, or sexual activity;
- Suggestive or obscene letters, notes, invitations;
- Harassing use of electronic mail, telephone communications, or social media; - Offering any benefit, including, but not limited to, tangible items, whether business-related, such as raises and promotions, or nonbusiness-related, such as gifts, trips, or any other item, in exchange for sexual favors.

B. Incident Reporting Procedure:

1. Complaint

- a. Any person that experiences or observes an incident of sexual harassment or misconduct should immediately report the incident through the following official channels. Individuals who are found to have observed or had knowledge of and failed to report any such incident may be subject to the [USAFL Off-Field Disciplinary Policy](#).
- b. A formal complaint of Sexual Harassment or Misconduct should be communicated to the USAFL for any review or assessment proceedings to be commenced. Such communications should be made either in-person or via email to their respective Club President, Regional VP, or any member of the Executive Board. Specific contact information for USAFL Presidents, Regional VPs, and Executive Board can be found here: <https://aussierulesusa.com/about-usafl/> c. Any formal complaint must include the following information:
 - i. A description of an observation of the alleged incident of Sexual Harassment or Misconduct by a member club, individual member, or official of the USAFL, **including** the player, club, or official's name;
 - ii. Name of members or individuals involved in the incident;
 - iii. Information regarding the nature of the alleged breach including a description of the incident circumstances, date, location, and any relevant information including evidence or witness statements;

- iv. Any other pertinent information useful for the purposes of investigation and assessment.
- d. Any formal complaints received that do not meet the aforementioned reporting standards may be subject to further clarification by the USAFL prior to investigation and assessment.

2. Notice

- a. A complaint should be acknowledged by the recipient of the complaint within a reasonable time, generally no later than two weeks from the time it was received. This acknowledgement should be sent to both the filer of the complaint and to the parties accused in the complaint. Acknowledgement should be sent through email, text message, phone call, or any other private means of communication. Acknowledgements should not be made or sent through any public means, such as social media posts, as complaints are held in confidence by the USAFL.

3. False Accusations

- a. Any individual who, after investigation, is found to have made false or misleading statements, allegations, or complaints may be subject to the USAFL disciplinary policy, turned over to appropriate legal authorities, or both for further proceedings subject to the discretion of the investigating USAFL Disciplinary Panel.

C. Investigation and Disciplinary Procedure

1. Upon receipt of any formal complaint of sexual harassment, the USAFL should immediately investigate, assess, resolve, and enforce disciplinary actions pursuant to the [USAFL Off-Field Disciplinary Policy](#).
2. While the USAFL Executive Committee shall have ultimate discretion regarding the scope, severity and type of disciplinary action, disciplinary actions for sexual harassment may generally be more severe than other infractions or breaches of policy.
3. The USAFL shall maintain a record of the member clubs or individuals found to have breached the USAFL Sexual Harassment Policy.
4. Repeated violations of the USAFL Sexual Harassment Policy, specifically, may carry harsher and more severe disciplinary action. For example, a first offense may result in sexual harassment training and a suspension of one month, a second offense may result in further training and a six month suspension, and a third offense may result removal.