



**US CHESS**  
FEDERATION

***Guidelines on  
Safe Play and Conduct  
at  
US Chess National  
Events***

Provides US Chess Guidelines on Safe Play and Conduct at US Chess National Events

**Version 2.2, January 13, 2022**

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US Chess is grateful to the U.S. Tennis Association ([www.usta.org](http://www.usta.org)) for permission to modify their Safe Play Guidelines for our use.

## **I. Scope of these Guidelines.**

The guidelines apply to all US Chess National Events, including, but not limited to, events US Chess awards to third-party organizers through the event bidding process. US Chess members shall report alleged violations of the Guidelines using the procedures outlined herein, which are separate and apart from the “claims” or “appeals” process US Chess has for US Chess members to report alleged violations of *The Code of Ethics*, the *Rules of Chess*, etc.

US Chess encourages our Affiliates and State Chapters to adapt and implement these guidelines for their events.

## **II. Covered Individuals**

All Covered Individuals must meet the requirement specified in these Guidelines when participating in a **US Chess National Event or a National Event US Chess has awarded to a Third-party Organizer through the event bidding process.**

### **A. Who is Covered – Event Participants**

1. **Players.** These are the persons, regardless of age, participating in or registered for the event as competitors.

2. **Tournament Directors (TD) or Arbiters.** These persons are the event referees hired by US Chess or the event Organizer, or who are in volunteer status as official event referees. They monitor the conduct of tournament games in the Playing Area, make rulings on the floor in response to players’ claims or questions, and control the playing conditions in the tournament room (noise, lighting, heating/cooling). TDs or Arbiters also perform “back room” operations associated with the event pairings and scheduling.

3. **Senior Authority and Event Staff.** The Senior Authority is the senior person on site for the tournament, whether a US Chess employee or the Organizer awarded the event through the US Chess bidding process. Event Staff are people who assist the Senior Authority in overseeing and/or supporting the smooth conduct of the tournament. They include US Chess full/part time employees, volunteer and/or paid score-keepers, Playing Hall Monitors, and other people (volunteer or paid) who have been assigned duties to monitor various areas of the playing venue or perform event-support duties assigned by the event Organizer or Chief TD / Arbiter.

4. **Contractors.** These are persons who (or whose companies) are under direct contract with US Chess or the Organizer to support the conduct of the tournament on-site. Contractors include, but are not limited to, book and chess equipment/supply vendors, package delivery employees, professional players conducting simultaneous exhibitions or giving lectures, as well as, contracted photographers, audio-visual staff, media personnel and Medical Service Staff who are under contract with US Chess for the event.

5. **Spectators.** These are persons who are not participating in the tournament as players, but who are attending for the purpose of observing the on-going games or for providing support to the event or one or more participants. They include the US Chess Executive Director, other employees of US Chess, friends and relatives of players, players’ coaches and/or support staff, officials from players’ schools or local chess clubs, non-participating team members, as well as, media personnel external to US Chess.

6. **Official Attendees.** These are persons attending the event as an official invitee of US Chess, but who do not otherwise fall into one of the covered categories above. Examples

include, but are not limited to, members of the US Chess Executive Board, local dignitaries, celebrities, etc.

### **B. Who is not Covered – Event Non-Participants**

1. **Venue Staff.** These are persons employed by or otherwise under contract with or are paid by the management of the facility or property where the event is being held.

2. **Guests of the Venue.** These include hotel guests, persons who are attending other events/activities inside the same venue as the US Chess National Event, or people associated with another contracted event.

### **C. Insurance**

US Chess maintains a minimum of \$1,000,000 general liability insurance. US Chess requires prospective organizers bidding for a US Chess National Event to acquire the same amount of general liability insurance coverage and to factor that cost into their bid. If US Chess' insurance company allows US Chess to add the Organizer as an "additional insured party", then US Chess will instruct bidders accordingly during the bidding process.

## **III. Prohibited Conduct**

US Chess strictly prohibits the following types of conduct.

### **A. Sexual Misconduct**

1. **Sexual Misconduct Offenses.** Includes:
  - a. Sexual Conduct (or attempts to commit the same), without consent.
  - b. Sexual Conduct (or attempts to commit the same), where there is a Power Imbalance, regardless of purported Consent.
  - c. Sexual Harassment.
  - d. An Intimate Relationship involving a person in a Position of Power where a Power Imbalance exists.
2. **Sexual Misconduct involving Minors.** Regardless of any purported Consent, a sexual misconduct offense involving a Minor includes:
  - a. Sexual Conduct (or attempt to commit the same) between a Covered Adult and a Minor where the age difference is three or more years.
  - b. Sexual Conduct (or attempt to commit the same) between a Covered Adult and a Minor where the age difference is less than three years, but a Power Imbalance exists.
  - c. An Intimate Relationship (or attempt to establish the same) between a Covered Adult and a Minor where the age difference is three or more years and a Power Imbalance exists.
  - d. Sexual Conduct between a Covered Minor and another Minor if (1) the age difference is three or more years; or (2) there is a Power Imbalance based on the totality of the circumstances.
3. **Child Sexual Abuse.** A Covered Individual shall not engage in any behavior that constitutes child sexual abuse as defined by applicable federal or state law.
4. **Criminal Disposition.** A Covered Individual is not considered to be in compliance with the Guidelines if a Covered Individual is convicted of or subject to a Criminal Disposition for a crime involving: (a) Sexual Conduct, or (b) a Minor.

5. **Other.** A Covered Individual shall not engage in any other form of sexual misconduct, including, but not limited to, Bullying Behaviors or Hazing of a sexual nature.

## **B. Bullying**

Bullying is repeated and/or severe aggressive behavior between two or more people that is intended or likely to hurt, control, or diminish another person emotionally, physically or sexually. Bullying can occur among Minors or Adults, as well as between minors and adults. What constitutes bullying is based on the perception of the victim, by-standers or witnesses, but not the alleged perpetrator of the bullying activity.<sup>1</sup>

### **1. Forms of Bullying.**

**a. Physical.** Examples may include, without limitation: hitting, pushing, punching, beating, biting, striking, kicking, choking, spitting, slapping, or throwing objects at another person.

**b. Verbal.** Examples may include, without limitation: teasing, ridiculing, taunting, name-calling, intimidating, or threatening to cause someone harm.

**c. Social, including Cyber-bullying.** Examples may include, without limitation: using rumors or false statements about someone to diminish that person's reputation; using electronic communications, including, but not limited to, social media, or other technology to harass, frighten, intimidate, or humiliate someone; and/or, socially excluding someone and asking others to do the same.

**d. Sexual.** Examples may include, without limitation: teasing, ridiculing, or taunting based on gender or sexual orientation (real or implied), gender traits or behavior (e.g., taunting someone for being too effeminate), or teasing someone about their looks or behaviors as it relates to sexual attractiveness.

**2. Rude, Mean and Conflict** – distinguished. Conduct may not rise to the level of Bullying behavior if it is rude (inadvertently saying or doing something hurtful), mean (purposefully saying or doing something hurtful, but not as part of a pattern of behavior), or arising from conflict or struggle between persons, absent of Power Imbalance, who perceive they have incompatible goals.

**3. Criminal Conduct.** Bullying behavior includes any conduct described as bullying under applicable federal and state law.

## **C. Hazing**

Hazing is any conduct that subjects another person, whether physically, mentally, emotionally or psychologically, to anything that may endanger, abuse, humiliate, degrade, or intimidate the person as a condition of joining or being socially accepted by a group, team or organization. Consent, purportedly given, by the person subject to Hazing is not a defense, regardless of the person's perceived willingness to cooperate or participate.

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<sup>1</sup> Bullying-like behavior among adults also is addressed in this document under other forms of misconduct such as Hazing and Harassment.

**1. Examples of Hazing.**

**a. Contact Acts.** Examples may include, without limitation: tying, taping, or otherwise physically restraining another person; beating, paddling, or other forms of physical assault.

**b. Non-Contact Acts.** Examples may include, without limitation: 1) Requiring or forcing the consumption of alcohol, illegal drugs, or other substances in an effort to elicit a negative physiological response, including, but not limited to, participation in binge drinking and drinking games; 2) personal servitude; requiring social actions (e.g. wearing inappropriate or provocative clothing) or public displays (e.g. public nudity) that are illegal or meant to draw ridicule; 3) excessive training requirements demanded of only particular individuals on a team that serve no reasonable or productive training purpose; 4) sleep deprivation; 5) otherwise unnecessary schedule disruptions; 6) withholding of water and/or food; and, 7) restrictions on personal hygiene.

**c. Sexualized Acts.** Actual or simulated Sexual Conduct of any nature.

**2. Criminal acts.** Any act or conduct that constitutes hazing under applicable federal or state law.

**D. Harassment**

Harassment is repeated and/or severe conduct that: 1) causes fear, humiliation or annoyance; 2) offends or degrades; 3) creates a hostile environment; 4) reflects discriminatory bias in an attempt to establish dominance, superiority, or power over an individual or group based on age, gender, sexual orientation, gender expression, gender identity, race, ethnicity, culture, religion, national origin, or mental or physical disability; or, 5) any act or conduct described as harassment under applicable federal and state law. Whether conduct is harassing depends on the totality of the circumstances, including, but not limited to, the nature, frequency, intensity, location, context, and duration of the behavior.

**1. Forms.** Harassment, which may be a form of Emotional, Physical or Sexual Misconduct, includes but is not limited to:

**a. Discriminatory Harassment.** Conduct with the design or effect of establishing dominance, superiority or power over an individual or group based on age, sex, race, color, ethnicity, culture, national origin, religion, sexual orientation, gender expression, gender identity, or mental or physical disability.

**b. Stalking.** Conduct directed at a specific person that would cause a reasonable person to fear for his or her safety or the safety of others, or to suffer substantial emotional distress. Stalking generally involves a course of conduct which includes two or more acts involving persistent and frequent unwanted in-person contact, surveillance, or unwanted telephone and/or other electronic contact.

*Examples of Stalking behavior* include, without limitation: 1) following a person; 2) appearing at a person's home, class, work or practice; 3) frequent phone calls, emails, or text messages; 4) continuing to contact a person after receiving requests to stop; 5) leaving unwanted written messages, objects, or gifts; 6) vandalizing a person's property; 7) threatening, intimidating, or intrusive behavior; and, 8) violating a lawful order preventing contact with a person.

**c. Sexual Harassment.** Conduct by a Covered Adult toward a Player, a person other than a US Chess employee, or Event Spectator that includes: 1) sexual advances, requests

for sexual favors, or other verbal or physical behaviors of a sexual nature; or, 2) is sufficiently severe, persistent or pervasive and objectively offensive that it negatively affects an individual's performance.

### **E. Emotional Misconduct**

Emotional Misconduct is repeated and/or severe non-contact behavior involving: 1) Verbal Acts; 2) Physical Acts, and/or 3) Acts that Deny Attention or Support. Emotional Misconduct is determined by the objective behaviors, not whether harm is intended or results from the behavior.

1. **Examples of Emotional Misconduct.** Examples of Emotional Misconduct may include, without limitation:

**a. Verbal Acts.** Verbal assault that repeatedly attacks someone personally (e.g., calling a person worthless, fat or disgusting; taunting a person for being too effeminate); repeatedly and excessively yelling at a particular athlete or other participant in a manner that serves no productive training or motivational purpose.

**b. Physical Acts.** Physically aggressive behaviors, such as throwing equipment, water bottles or chairs at or in the presence of others; punching walls, windows, or other objects.

**c. Acts that Deny Attention or Support.** Ignoring or isolating a person for extended periods of time, including, but not limited to, routinely or arbitrarily excluding a participant from practice.

**d. Exclusions.** Emotional Misconduct does not include professionally accepted and age-appropriate coaching methods for skill and performance enhancement, physical conditioning, team building or appropriate discipline.

**e. Criminal Conduct.** Emotional Misconduct includes any act or conduct (e.g., psychological abuse, emotional abuse, mental abuse, child abuse) that can be described as emotional abuse under applicable federal and state law.

### **F. Physical Misconduct**

Physical Misconduct is any contact or non-contact conduct that causes or reasonably threatens to cause physical harm to another person.

1. **Examples.** Examples of Physical Misconduct may include, without limitation:

**a. Contact violations.** Punching, beating, biting, striking, choking, or slapping another person; or, intentionally hitting another person with objects (e.g., throwing chess pieces or a chess clock at someone).

**b. Non-contact violations.** Isolating a person in a confined space, such as: 1) locking someone in a small space; 2) forcing or coercing a person to assume a painful stance or position (e.g. requiring someone to kneel on a harmful surface); 3) withholding, recommending against, or denying adequate food, water, medical attention, or sleep; 4) providing alcohol to a person under the applicable legal drinking age; or, 5) providing illegal drugs or non-prescribed medications to another person.

**c. Criminal conduct.** Physical misconduct includes any act or conduct described as physical abuse or misconduct under applicable federal and state law (e.g. child abuse, child neglect, assault).

**d. Exclusions.** Physical Misconduct does not include professionally accepted coaching methods or appropriate discipline.

#### **IV. Contact & Supervision**

US Chess has established the following guidelines for its programs, events, tournaments, and other activities. These guidelines set the standards for professional boundaries, minimize the appearance of impropriety, and have the effect of preventing boundary violations and prohibiting Grooming tactics.

The following are best practices for all Covered Individuals and should be abided by to the greatest extent possible:

##### **A. The “Rule of Three”**

Interaction with players and other US Chess National Event attendees—especially between Adults and Minors, and between members of the opposite gender—should occur in an open and observable setting. Adults should strive to avoid being alone with a Minor where he or she cannot satisfy the Rule of Three. The “Rule of Three” offers a reminder that a minimum of three persons (two Adults and one Minor, or one Adult and two children at or above the age of thirteen) should be present at all times during US Chess events, programs, tournaments, and activities.

##### **B. Restrooms and Other Private Areas**

US Chess, or other Organizers hosting events awarded to them by US Chess, shall enact measures that not only assure privacy in restrooms or other areas any reasonable person would consider “private,” but also mitigate or prevent the forms of prohibited conduct covered in the Guidelines. The measures US Chess or the Organizer may enact as safeguards include, but are not limited to:

1. Placing an authorized person outside the restroom to monitor and/or control access.
2. Adhering to the “Rule of Three.”
3. Prohibiting in a restroom cellular phones or other electronic devices which incorporate a camera or any other recording capability including, but not limited to, audio devices.
4. Not allowing the physical posting of messages or notes.

#### **V. Mandatory Training & Education**

US Chess will distribute specific information on training and education requirements separately to applicable Covered Individuals.

#### **VI. Mandatory Background Screening**

US Chess requires a background screen be conducted for all Tournament Directors / Arbiters and Event Staff for events where these Covered Individuals are likely to come into contact with Minors. ***Background Screening shall occur at least every three years*** for each person screened. Screening shall be conducted by US Chess through a reputable background screening firm. The cost of screening will be borne by US Chess for persons working at events run directly by US Chess.



***Beginning September 1, 2020***, the requirement for Background Screening will include events US Chess awards to Third-party Organizers through the bidding process. US Chess will specify responsibilities for background screening costs as part of the event bid announcements. Bidders may contact the US Chess Director of Events by phone or U.S. Mail to determine whether members of their proposed event staff may already have been screened by US Chess.

## **VII. Reporting & Responding**

US Chess requests that any person who has credible information about alleged misconduct, maltreatment or behavior that conflicts with the Guidelines to report the alleged misconduct, maltreatment or behavior as described in this section. A “person with credible information” is someone who has first-hand knowledge or reliable information from a knowledgeable third party.

### **A. Responding On-Site to an Incident**

When, during the conduct of a US Chess National Event, the event Organizer or member of the Event Staff witnesses or becomes aware of potential misconduct—whether reported by the victim or not—the Senior Authority on-site shall proceed as outlined below. For events run directly by US Chess, the Senior Authority is the US Chess Director of Events. For events run by a Third-party Organizers, the Senior Authority is the Principal Organizer as recognized by US Chess through the event bidding process.

#### **1. Control the Situation.**

**a. Protect the Victim.** When an incident occurs, the Senior Authority’s first responsibility is to take reasonable measures to ***ensure the person or persons targeted by the alleged inappropriate conduct is/are safe and protected from further possible abuse***. The Senior Authority shall take reasonable measures to ensure no further contact occurs between the victim(s) and the alleged perpetrator(s) including, but not limited to, physical contact, visual (eye) contact, verbal contact, contact through a surrogate, or contact by electronic means (e.g., text messaging, email, etc.).

**b. Isolate the Alleged Perpetrator.** The Senior Authority should also take reasonable measures to isolate the alleged perpetrator by asking the person to ***remain in a certain area within the venue***, or to ***leave the venue altogether***.

**2. Contact Local Authorities.** After ensuring the victim is insulated from further abuse, the Senior Authority’s next responsibility is to notify local law enforcement (e.g., police) and the leadership of the venue. If the local authority decides to intervene, the event Senior Authority shall follow the local authority’s specific instructions.

**3. Report the Incident to the US Chess Office.** Once the situation is under control and local authority has been notified, the Senior Authority shall notify the US Chess Office by phone as soon as possible.

**a. If Local Authorities Act on the Case:** The Senior Authority shall follow any specific instructions provided by the local authorities and request point-of-contact information from the investigating officer/authority.

**b. If Local Authorities Decline to Act:** The Senior Authority shall obtain point-of-contact information for available first-hand witnesses, victim(s), and the victim’s coach, parents, or guardian. The Senior Authority should then provide the victim (or more likely his/her

coach, parents or guardian) with the telephone number for the US Chess Office in order to receive instructions for filing a formal complaint.

### **B. How to Report Alleged Violations to US Chess after an Event**

1. Persons who have been offended or those who have witnessed forms of prohibited conduct addressed in the Guidelines may report it to US Chess by any of the three methods described below. Alleged violations of the Guidelines **ARE NOT** the same as other forms of player misconduct—e.g., cheating or violations of the Rules of Chess—which have separate and distinctly different reporting procedures.

**a. US Chess Misconduct Hotline (931-787-1234, x133):** It is **ONLY** for reporting alleged misconduct addressed in the Guidelines, and not for reporting violations of the *Rules of Chess* or issues that would otherwise be submitted through the US Chess complaints or claims process. The report can be anonymous, but anonymity makes it more difficult to pursue the matter. While US Chess recognizes how difficult it may be to report an allegation of misconduct, we strongly encourage reporting persons to include their contact information.

**b. Email:** Emails covering forms of conduct addressed in the Guidelines shall be sent to [abuse@uschess.org](mailto:abuse@uschess.org). This email address shall not be used to report violations of the *Rules of Chess* or issues that would otherwise be submitted through the US Chess complaints or claims process.

**c. Misconduct Reporting Form:** To be developed and published online by US Chess through the US Chess [website](https://forms.gle/34Qh7nqT6gCKd9ka9) (<https://forms.gle/34Qh7nqT6gCKd9ka9>).

2. **Point of Contact for Questions.** Please contact the US Chess Office at 931.787.1234. When calling, ask to speak with US Chess' Executive Director, US Chess' Director of Events, or US Chess' Assistant Director of Events. E-mails should be sent to [abuse@uschess.org](mailto:abuse@uschess.org).

3. **False, Malicious, or “Bad Faith” Reports.** Deliberately false, malicious or vindictive reports of misconduct are prohibited and may violate applicable state and federal criminal laws, civil defamation laws, and sanctions issued by US Chess. A person who deliberately submits a false report may be subject to an Ethics complaint.

4. **Retaliation.** US Chess will consider any form of Retaliation to be a violation of the Guidelines and the US Chess *Code of Ethics*.

### **C. State Reporting**

1. US Chess shall determine, with the assistance of legal counsel as necessary, whether US Chess has an obligation to report alleged violations of the Guidelines to law enforcement or other applicable government authorities and to take any other action as appropriate. Factors relevant to determining whether US Chess or a particular individual shall or should take such action includes, without limitation:

**a.** Applicable federal law

**b.** Applicable state law, which defines, identifies, specifies or dictates:

- The definition “child abuse and neglect”
- What professional persons (e.g. physicians, school officials, social workers, teachers, nurses, etc.) are required to report child maltreatment

- Other individuals who are required to report child maltreatment
- Who is permitted to report
- The standard for reporting
- Whether the communication is privileged
- To whom the reports should be delivered
- Whether the report will be anonymous
- Whether the reporter's identity will be disclosed

2. For the avoidance of doubt, US Chess shall cooperate fully, to the extent permissible by law, with any investigation, criminal or otherwise, by any law enforcement or government authority.

3. US Chess reserves the right to suspend an individual, whom is the subject of an investigation, from participation in any US Chess sanctioned tournament, event, or program until said investigation has concluded.

#### **D. Handling Incidents or Reports of a Non-Sexual Nature**

1. If the Senior Authority receives a report of non-sexual misconduct, the safety, welfare, and privacy of the offended person are paramount considerations. After ensuring the offended person is safe (e.g. away from the alleged perpetrator(s), if the Senior Authority believes the alleged behavior may be unlawful, the Senior Authority shall immediately contact local authorities and request their assistance. The Senior Authority shall not investigate the incident if that investigation has the potential to interfere with a possible law enforcement investigation or criminal prosecution. US Chess reserves the right to suspend an individual's participation in any US Chess sanctioned tournament, event, or program until said investigation has concluded.

2. US Chess shall determine, in its discretion and in consultation with its legal counsel, the appropriate steps to address the conduct based on several factors, including, but not limited to, (i) the age of the complainant or victim, (ii) the age of the accused, and (iii) the nature, scope, and extent of the allegations. As appropriate, US Chess may involve the Section, Club, or other legal entity having authority within the territory of the alleged complaint. If the accused individual is a Minor, US Chess shall contact his or her parents or guardians unless the circumstances surrounding the allegations reasonably suggest otherwise.

3. US Chess shall address allegations against a staff member and/or volunteer under relevant organizational policies (e.g., US Chess' Employment Policies and Procedures, US Chess' Bylaws and US Chess' Constitution, and applicable federal and state laws).

4. US Chess shall address violations or alleged violations of any provision(s) of the Guidelines or any other current US Chess policy in its discretion, in consideration of the safety, wellbeing and privacy of all parties, and in accordance with US Chess Codes of Conduct and US Chess bylaws. Such action shall be taken in proportion to the severity of the infraction.

**Appendix A. Definitions**

<b>Term</b>	<b>Definition</b>
<b>Bullying</b>	See Section III(B) of this document
<b>Chief TD</b>	The Tournament Director (or Arbiter) of record for the tournament
<b>Club</b>	A group of chess players officially recognized by a school, school district, or US Chess and who regularly meet in a specific location (e.g. school, library, mall food court, hotel) to play chess for casual and/or competitive purposes
<b>Code of Ethics</b>	Refers to <i>The Code of Ethics</i> published by US Chess
<b>Coercion</b>	Unreasonable pressure to engage in Sexual Conduct. Whether pressure is unreasonable depends on four factors considered together: 1) frequency, 2) intensity, 3) isolation, and 4) duration
<b>Consent</b>	Freely given agreement by all people involved. As it relates to Sexual Conduct, consent requires words or actions by a person who is legally and functionally competent to give informed permission for specific sexual activity. Consent to any one form of sexual activity does not automatically imply consent for any other forms of sexual activity. Previous relationships or prior consent does not imply consent to future sexual activity. Once given, consent can be withdrawn through clear communication. Consent does not exist if a person does not give consent, or an inability to consent, or inability to refuse consent exists.
<b>Covered Adult</b>	A covered Individual who is 18 years of age or older, or as defined by applicable state law
<b>Covered Individual</b>	See Section II(A) of this document
<b>Covered Minor</b>	A Covered Individual who is under the age of 18
<b>Criminal Disposition</b>	Any disposition of a criminal proceeding, other than an adjudication of not guilty, including, but not limited to, an adjudication of guilt or admission to a criminal violation; a plea to a lesser included offense; a plea of no contest; or the disposition of the proceeding through a diversionary program, deferred adjudication, disposition of supervision, conditional dismissal, or similar arrangement
<b>Discriminatory Harassment</b>	See Section III(D) of this document
<b>Emotional Misconduct</b>	See Section III(E) of this document
<b>Event Spectator</b>	Persons not participating in the tournament as players, but are attending for the purpose of observing the on-going games or for providing support to the event or one or more participants
<b>Force</b>	The use or threat of physical force that overcomes free will or resistance
<b>Grooming</b>	The process whereby a person engages in a series or pattern of behaviors with a goal of engaging in sexual misconduct. Grooming is initiated when a person seeks out a vulnerable minor. Once selected, offenders will then earn the minor's trust, and potentially the trust of the minor's family. After the offender has engaged the minor in sexually inappropriate behavior, the offender seeks to maintain control over him/her. Grooming occurs through direct, in-person and/or online contact

<b>Term</b>	<b>Definition</b>
<b>Guidelines</b>	Guidelines on Safe Play and Conduct at US Chess National Events
<b>Harassment</b>	See Section III(D) of this document
<b>Hazing</b>	See Section III(C) of this document
<b>Inability to Consent</b>	Exists when consent cannot be given because the person (a) lacks legal capacity, or (b) is incapacitated
<b>Incapacitated</b>	A state where a person cannot make a rational, reasonable decision because they lack the capacity to give informed consent (i.e., to understand the “who, what, when, where, why or how” of the sexual interaction). A person may be incapacitated because of a developmental or mental disability, illness, injury, alcohol or other drug use (voluntary or involuntary), blackout, sleep, sleep deprivation, unconsciousness or involuntary physical restraint
<b>Inability to Refuse</b>	Exists when effective Consent cannot be given because of the use of Coercion, Force, Intimidation, or creating or misusing a Power Imbalance
<b>Intimidation</b>	Implied threats or acts that reasonably cause a fear of harm in another
<b>Intimate Relationship</b>	A close personal relationship that exists independently and outside of the sport relationship. Whether a relationship is intimate is based on the totality of the circumstances, including, but not limited to, regular contact and/or interactions outside of or unrelated to the sport relationship (electronically or in person), the parties’ emotional connectedness, the exchange of gifts, ongoing physical contact and/or Sexual Conduct, identity as a couple, the sharing of sensitive personal information, and/or knowledge about each other’s lives outside the sport relationship
<b>Medical Service Staff</b>	Trained and certified medical personnel to include, but not limited to Emergency Medical Technicians, Nurses, or Medical Doctors
<b>Minor</b>	An individual under eighteen years of age, or of Minor age as defined by applicable state law
<b>Event Non-Participant</b>	See Section II(B) of this document
<b>Organizer</b>	The person responsible for organizing the tournament
<b>Participant</b>	See Section II(A) of this document
<b>Physical Misconduct</b>	See Section III(A)1 of this document
<b>Player</b>	A person officially registered as a chess-playing participant in the tournament
<b>Playing Area</b>	The area where the games are being played, as well as, designated spectator areas adjacent to the area where the games are being played. Depending on the floor play, the Playing Area also may include hallways and restrooms between the rooms where games are being played
<b>Playing Hall Monitor</b>	An adult, appointed by the Organizer, who is responsible for overseeing a particular portion of the Playing Area (e.g. Spectator Areas, restrooms, hallways adjacent to the playing rooms)
<b>Position of Power</b>	Exists when one person has direct supervisory, evaluative, or other authority over another person. For example, a person who may be in a Position of

<b>Term</b>	<b>Definition</b>
	Power includes someone such as a coach, boss, higher-ranking employee, or medical personnel
<b>Power Imbalance</b>	May exist under two conditions: <ol style="list-style-type: none"> <li>1. Where one person is in a Position of Power such that, based on the totality of the circumstances, there is a Power Imbalance</li> <li>2. Based on the totality of the circumstances, including, but not limited to, whether there is an aggressor, and/or a significant disparity in age, size, strength or mental capacity</li> </ol>
<b>Principal Organizer</b>	See Organizer
<b>Reporting Individual or Party</b>	The person or persons alleging a violation of this document's code
<b>Responding Individual or Party</b>	The person or persons alleged to have violated this document's code
<b>Retaliation</b>	Any adverse action taken by a covered individual against a person participating in a US Chess event. Retaliation by a Covered Individual against a person for making an allegation, supporting a Reporting Party, or providing information relevant to an allegation is a serious violation of the codes set forth in this document
<b>Rules of Chess</b>	The official document published by US Chess that prescribes the rules used for playing chess
<b>Section</b>	A sub-category of chess play within a tournament (e.g. the Under Age 16 section, or the Championship Section)
<b>Senior Authority</b>	This is the most senior US Chess employee (e.g. the Director of Events or the Chief Tournament Director) on site for a US Chess National Event. When the event has been awarded to a Third-party Organizer, then that Organizer is the Senior Authority
<b>Sexual Conduct</b>	Contact and non-contact behaviors of a sexual nature
<b>Sexual Harassment</b>	See Section III(D) of this document
<b>Stalking</b>	See Section III(D) of this document
<b>Third-party Organizer</b>	The Organizer who has been awarded a US Chess National Event through US Chess formal bidding process
<b>Third-party Reporter</b>	A person who reports or discloses a possible violation of the Code, if not the reporting individual or party
<b>Third-party Reports</b>	Reports or disclosures of a possible violation of the Code brought forth by a person other than a reporting individual or party
<b>US Chess</b>	United States of America Chess Federation
<b>US Chess National Event</b>	A chess tournament recognized by US Chess as a National-level championship