
United States Olympic & Paralympic Committee
Audit & Organizational Advancement
Department



Report for:
USA Surfing

Follow-up on:
Baker Tilly SafeSport Audit

Dated:
January 22, 2020



UNITED STATES
OLYMPIC & PARALYMPIC
COMMITTEE
1 Olympic Plaza
Colorado Springs, CO 80909

January 22, 2020

Greg Cruse
Chief Executive Officer
USA Surfing

Dear Greg,

During the second and third quarter of 2018, Baker Tilly Virchow Krause (Baker Tilly) performed a Baker Tilly SafeSport audit of USA Surfing. The purpose of this follow-up letter is to report on the status of recommendation from the Baker Tilly SafeSport audit of USA Surfing dated August 2018. During the 2019 USA Surfing audit, testing was conducted by the Audit & Organizational Advancement Department which was used to verify implementation of the Baker Tilly Safe Sport Audit recommendation. The testing found that the recommendation was in progress. An update will be required during the follow up process of the 2019 USA Surfing audit.

Important to note, as of September 13, 2019, the USOPC Board approved the revised NGB and HPMO Athlete Safety Policy. Auditing of the U.S. Center for SafeSport's (Center) athlete safety requirements now fall under the jurisdiction of the Center. However, the USOPC Audit & Organizational Advancement Department will continue to audit compliance with the USOPC policies and procedures.

We thank you and your staff for assisting in the follow-up review.

Sincerely,

Bridget Toelle, CPA, CIA
Vice President, Audit & Organizational Advancement

cc: Wendy Guthrie
Denise Parker
Onye Ikwuakor



Baker Tilly SafeSport Follow-up Report

USA Surfing

Follow-up Status	Recommendation	Management Response	Follow-up Action
In Progress	<p>USA Surfing must require that individuals it formally authorizes, approves, or appoints (a) to a position of authority over, or (b) to have frequent contact with athletes complete criminal background checks and education and training requirements in a timely manner and before they have contact with athletes to provide assurance that they are educated on the requirements of the NGB Athlete Safety Policy. USA Surfing must consistently track and verify criminal background checks and education and training requirements are met for all required individuals.</p> <p>USA Surfing should review the testing results and require all covered individuals to complete the necessary requirements (i.e., criminal background check and/or education and training).</p>	<p>As the new USOC NGB Athlete Safety Policy requirements have been evolving, so have the policies (as a newly formed 2017 NGB) of USA Surfing. Prior to the audit testing period, USA Surfing had trained and checked a very small number of personnel (initial personnel group) prior to March 30, 2018 when the CEO underwent testing prior to attending the 2018 Winter Olympics. Our two coaches were brought on having been previously background checked (as part of their personal occupational careers) under more rigorous "live scan fingerprint" background check standards than the NCSI service USA Surfing now uses exclusively. The small initial personnel group consisting of the CEO, President, medical director and head coach were all SafeSport trained earlier as well, under the old SafeSport training program/certificate. At the time, as a new NGB, USA Surfing SafeSport policies were basic, deferring to USOC SafeSport policy via USOC-recommended wording/clause in the USA Surfing bylaws.</p> <p>USA Surfing has since adopted policies that require background checks and SafeSport training of covered individuals every two years, to be completed before contact with athletes begins and within 60 days of taking on a new role. An internal audit will be performed bi-annually to</p>	<p>USA Surfing has not fully implemented this recommendation and is in progress of implementation. The 2019 audit of USA Surfing resulted in some required individuals not completing a background check or education and training. Follow up will continue through the USOPC audit processes.</p>

		<p>ensure required checks and training have been completed. Such training and background checks are easily accessible via an online portal on the USA Surfing website and the list of covered individuals has been expanded to include not only individuals it formally authorizes, approves, or appoints to a position of authority over, or to have frequent contact with athletes, but to the Board of Directors as well. USA Surfing has chosen NCSI (as the USOC recommended background check service) as its official background check service.</p> <p>All covered individuals (including those found missing in the audit) have been NCSI background checked and confirmation has been sent to Baker Tilly. As part of USA Surfing's SafeSport policy updates, the coaches were also required to be re-checked via NCSI in order to be compliant with USA Surfing NCSI exclusivity rules.</p> <p>The two SafeSport trainings found incomplete have also been rectified. Both of the individuals (one had 1/3 complete and the other had 2/3) were unaware that the new SafeSport training format was a three-part course. Both have since completed all three parts.</p>	
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