

**UNITED STATES OLYMPIC AND PARALYMPIC COMMITTEE  
CERTIFICATION REVIEW GROUP**



**Certification Renewal Recommendation Report for  
USA Boxing  
December 10, 2021**



**UNITED STATES  
OLYMPIC & PARALYMPIC  
COMMITTEE**



## **USA Boxing Certification Renewal Executive Summary**

In January 2021, the United States Olympic and Paralympic Committee (USOPC) Certification Review Group (CRG; formerly the Certification Verification Group), in accordance with the USOPC's NGB Certification Policy, began a certification renewal review of USA Boxing.<sup>1</sup> The CRG evaluated USA Boxing based on input from CRG members as well as NGB Audit's 2019 Audit and 2020 Consultative Review<sup>2</sup> and recommends a certification status of Renewal in Good Standing.

The CRG's review of USA Boxing found that the organization is meeting the USOPC's NGB Compliance Standards in the five core areas of evaluation for certification: Governance and Compliance, Financial Standards and Reporting Practices, Athlete Protection and Rights, Sport Performance, and Operational Performance. While the 2019 Audit and 2020 Consultative Review conducted by the USOPC's NGB Audit team initially found that USA Boxing did not initially meet the NGB Compliance Standards in all areas, with findings related to required bylaws components, required elements of governance and operational policies, Audit Committee activity, and internal financial policies, USA Boxing resolved the findings and achieved full compliance with the NGB Compliance Standards by the time of the CRG's certification recommendation.

In its discussions of USA Boxing's interactions with the USOPC, the CRG did not identify any operational concerns or cultural issues that raised concerns or would prevent the organization's continued certification. Overall, in the areas in which CRG members had interacted with USA Boxing, the CRG had a favorable view of its operations.

As a result of this review, the CRG recommends that USA Boxing be granted a certification status of Renewal in Good Standing for a four-year certification term ending in 2025.

---

<sup>1</sup> See Appendix for more information about the certification process, including a link to the NGB Certification Policy.

<sup>2</sup> See Appendix for additional information about NGB Audit's Consultative Review and how it differed from a full audit.

## **Organizational Overview**

USA Boxing, Inc. is the USOPC-certified NGB for amateur boxing in the United States and is the United States' member of the International Boxing Federation, the international federation for the sport of boxing. USA Boxing aims to “promote and grow Olympic-style amateur boxing in the United States...to inspire the tireless pursuit of Olympic gold, and enable athletes and coaches to achieve sustained competitive excellence” as well as “teach all participants the character, confidence, and focus they need to become resilient and diverse champions, both in and out of the ring.”<sup>3</sup> USA Boxing fields national teams to represent the United States at international competitions, including its Elite, Junior, and Youth National Teams. As of 2019, USA Boxing’s membership totaled 48,392.

## **Certification History**

USA Boxing was originally certified in January 2021.<sup>4</sup> The CRG’s certification review was initiated based on USA Boxing’s scheduled quadrennial certification review. USA Boxing’s certification status has not been referred for review outside of the standard NGB certification review schedule.

## **Certification Exceptions<sup>5</sup>**

USA Boxing did not request any exceptions from the NGB Compliance Standards during its certification review.

## **Athlete Representation Approval and Exceptions<sup>6</sup>**

USA Boxing has not yet appeared before the Athlete Representation Review Working Group (ARRWG). USA Boxing will present to the ARRWG before January 1, 2022, when the USOPC’s new athlete representation requirements go into effect.

USA Boxing did not indicate plans to request exceptions from the athlete representation requirements during the certification process.

## **Certification Review<sup>7</sup>**

### ***Governance and Compliance***

The CRG determined that USA Boxing is fulfilling the Governance and Compliance-related responsibilities of an NGB. USA Boxing has adopted and enforces a code of conduct, a conflict of interest policy, and a gifts and entertainment policy; has made these policies publicly available on its website; and has defined procedures to address violations of these policies.

In addition, USA Boxing has not been the subject of any compliance-related complaints filed with the USOPC’s NGB Compliance team or Dispute Resolution Unit in the recent past. NGB Compliance did send a letter requesting governance-related reforms in September 2018 after an external audit found that USA Boxing had significant governance and conflict of interest concerns; USA Boxing was receptive and increased the number of independent board members, opened its board meetings to a USOPC-designated liaison, and implemented required ethics training for staff and board members. USA Boxing also worked with NGB Services to organize conflict of interest training for its board of directors in 2019.

---

<sup>3</sup> [USA Boxing Mission](#)

<sup>4</sup> Refer to the Appendix for additional details on the initial certification.

<sup>5</sup> Refer to the Appendix for additional details on exception requests to the NGB Compliance Standards.

<sup>6</sup> Refer to the Appendix for additional details on athlete representation exception requests.

<sup>7</sup> Refer to the Appendix for additional details on the review standards and process for information related to NGB Audit’s Consultative Review of USA Boxing.

USA Boxing's bylaws required updates in several areas to fully meet the NGB Compliance Standards, including language concerning athlete representation and board responsibilities. USA Boxing revised its bylaws to meet the NGB Compliance Standards and the revised bylaws were approved by USA Boxing's board of directors in November 2021.

In addition, NGB Audit found that USA Boxing's code of conduct and conflict of interest policy required revisions to meet the NGB Compliance Standards. USA Boxing updated both policies to resolve these findings. NGB Audit also found that USA Boxing's board roster, while publicly posted on its website, did not include term information. USA Boxing has since added this information to its website to resolve the issue.

USA Boxing completed a diversity and inclusion scorecard to provide a snapshot of the diversity of its board of directors, standing committees, staff, membership, national team coaches and athletes, and developmental team coaches and athletes.<sup>8</sup> The scorecard is intended to provide a way to identify opportunities for USA Boxing to increase diversity, equity, and inclusion (DE&I) in amateur boxing and to assist in creating action plans that best deploy its resources for DE&I success. In 2019, USA Boxing performed well against its own representation benchmarks for people of color on its board of directors, professional staff, membership, national team athletes, and developmental national team athletes and non-athletes; women as national team athletes, developmental national team athletes, and part-time employees and interns; and military veterans on its board of directors, standing committees, and national team athletes, non-athletes, and coaches. In these categories, USA Boxing met or exceeded 85% of its benchmark targets. USA Boxing performed moderately well against its own benchmarks for people of color as part-time employees and interns as well as women on its standing committees and professional staff, meeting between 69% and 84% of its benchmark targets. In all other areas where USA Boxing was measured against its own benchmarks, including all categories evaluating the representation of persons with disabilities, USA Boxing had significant room for improvement, meeting 68% or less of its benchmark targets. USA Boxing will have the opportunity to address these and other areas of improvement in a DE&I action plan for the 2021-2024 quadrennium.

### ***Financial Standards and Reporting Practices***

The CRG determined that USA Boxing is fulfilling its obligations related to its Financial Standards and Reporting Practices. USA Boxing demonstrates the financial capability to administer its sport; is financially transparent; maintains audited accounting records; and made its tax documentation and financial statements publicly available on its website.

In its 2019 Audit, NGB Audit found that USA Boxing's Audit Committee did not meet in 2017 or 2018 and that the full board of directors did not assume the committee's responsibilities, including financial oversight and performance of the organization. The USA Boxing Audit Committee now meets on a quarterly basis and USA Boxing's executive director provides quarterly financial reports to the full board of directors.

Additionally, the 2019 Audit found that USA Boxing lacked independent review over its payroll processes, did not have a segregation of duties that allowed for secondary review or approval of journal entries, and failed to repay grant funds not used in 2017. In 2020, USA Boxing hired additional employees for its finance department to allow for segregation of duties and implemented a new quarterly review process for journal entries by the executive director. USA Boxing also worked with the USOPC's Sport Performance team to correct the grant funds error and has put formal procedures in place to oversee grant reconciliation to prevent future issues.

### ***Athlete Protections and Rights***

USA Boxing has complied with all applicable athlete safety and U.S. Center for SafeSport requirements and maintained both athlete safety and anti-doping policies. The USOPC is not aware of any cases it has received in the past four years concerning USA Boxing that should have been reported to the Center but were not reported in accordance with the Center's reporting requirements. For its part, the USOPC has

---

<sup>8</sup> [USA Boxing 2019 Diversity and Inclusion Scorecard](#)



reported all matters to the Center relating to USA Boxing that the USOPC was required to report. Additionally, NGB Audit verified that USA Boxing received a rating of “Fully Implemented” for all elements of its program, except Education and Training, for which it received a “Partially Implemented” rating, in its most recent audit by the Center in 2019. USA Boxing took corrective actions and the Center confirmed that USA Boxing had resolved the issues that led to its “Partially Implemented” rating as of September 4, 2019.

NGB Audit found that USA Boxing’s bylaws did not include anti-doping language required by the NGB Compliance Standards. USA Boxing took corrective action and added the required language when amending its bylaws.

### ***Sport Performance***

USA Boxing is fulfilling its obligations in Sport Performance. The organization maintains and executes on a strategic plan that is capable of supporting athletes in achieving sustained competitive excellence and growing the sport, established clear selection procedures for international competition, and has successfully conducted trials to fulfill those selection procedures, though the COVID-19 pandemic did force some changes to the scheduled trials in 2020 and 2021.

A representative of the USOPC’s Sport Performance team indicated that USA Boxing has a consistent and solid high performance program relative to other NGBs. While the organization has required some assistance from USOPC, USA Boxing staff has been collaborative and engaged on sport performance matters.

### ***Operational Performance***

USA Boxing has demonstrated the managerial capacity to administer the sport, maintained adequate insurance to manage its risk, and maintained financial sustainability, thereby fulfilling most of its Operational Performance obligations.

Initially, USA Boxing’s policies did not meet the NGB Compliance Standards in all areas, with NGB Audit finding that USA Boxing’s grievance policy and whistleblower policy were each missing multiple elements required by the NGB Compliance Standards. USA Boxing revised its grievance and whistleblower policies to correct these issues and the policies now fully meet the NGB Compliance Standards.

In the 2019 Audit, NGB Audit noted that USA Boxing did not consistently ensure that grievance hearing panels had adequate athlete representation and that grievances were not handled to provide fair notice and prompt resolution. USA Boxing indicated that it had issues with panel member responses to serving on the hearing panels, causing difficulties in ensuring a timely hearing could occur. USA Boxing reached out to USOPC’s Compliance team for best practices on seating a hearing panel and incorporated those recommendations, along with athlete representation requirements, into its updated grievance policy to resolve these findings.

### ***Conclusion***

The CRG has concluded that USA Boxing is performing satisfactorily overall based on input from CRG members and the results of the NGB Audit team’s 2019 Audit and 2020 Consultative Review. USA Boxing fully addressed the deficiencies identified by NGB Audit and there are no outstanding areas of concern affecting its certification status. Accordingly, the CRG recommends that USA Boxing’s certification as a member organization of the USOPC be renewed with a rating of Renewal in Good Standing.

## Appendix

### Certification Renewal Process

The USOPC believes in a culture of strong governance, ethics, and compliance among the NGBs that, as member organizations of the USOPC, make up the Olympic and Paralympic movement. Recent amendments to the Ted Stevens Olympic and Amateur Sports Act, which became law in late 2020, require the USOPC to certify NGBs<sup>9</sup>. The USOPC determined that as of January 1, 2021, all member organizations would be certified and their certifications would be reviewed for renewal on a rolling basis every four years.<sup>10</sup>

Governed by the USOPC's [NGB Certification Policy](#), the NGB certification review process is supported by a cross-functional body of professionals at the USOPC, the Certification Review Group (CRG), who interact with NGBs in their day-to-day work. These professionals evaluate an NGB's operations across multiple functional areas to provide a holistic review of an NGB's performance and culture.<sup>11</sup> In addition to enumerated standards for NGB performance described in the Act, the Bylaws, and the USOPC's [NGB Compliance Standards](#), the CRG considers departmental observations about an NGB's operations that may not be identified in a formal audit scenario but are relevant to consider when evaluating an NGB's overall performance.

### Certification Standards, Exceptions, and Review Components

As described in Section 8.4.1 of the [USOPC Bylaws](#), NGBs must satisfy certification requirements in five core areas: Governance and Compliance, Financial Standards and Reporting Practices, Athlete Protections and Rights, Sport Performance, and Operational Performance. The USOPC Implementation Guide for NGB Compliance Standards provides NGBs with specific guidance for how they will be evaluated in each of these core areas.

Section 8.4.2 of the USOPC Bylaws permits an NGB to submit a request for limited exceptions to any of the NGB Compliance Standards which, as a result of its overall structure or other extenuating circumstances, cannot or need not be reasonably met. The CRG evaluates all requests received and grants or denies such limited exceptions.

In addition to outlining the requirement that all NGBs receive approval for committees that are considered Designated Committees, various provisions of Section 8.5 of the USOPC Bylaws permit NGBs to seek exceptions related to minimum athlete representation requirements on boards and committees. The Athlete Representation Review Working Group evaluates and approves or denies all requests made under Section 8.5.

### Consultative Reviews

The [NGB Compliance Standards](#) were published in 2020. NGBs are not required to fully comply with the NGB Compliance Standards until January 1, 2022.

To provide time for NGBs scheduled for certification renewal in 2021 to fully comply with the NGB Compliance Standards, the NGB Audit team conducted Consultative Reviews for those NGBs rather than a full audit, which typically includes testing and more detailed reviews of financial controls and use of USOPC grant money. The Consultative Reviews assessed the NGBs' policies and procedures to assist them in focusing on areas reviewed under the NGB Compliance Standards in preparation for the certification renewal process.

---

<sup>9</sup> See §220521(a) of the Ted Stevens Olympic and Amateur Sports Act.

<sup>10</sup> [NGB Certification Policy](#), Section 1.

<sup>11</sup> The CRG uses a four-year lookback period during its review process.



NGB Audit completed a Consultative Review of USA Boxing in August 2020. All references to NGB Audit's assessment of USA Boxing's performance are derived from this Consultative Review, unless otherwise noted.