



United States Olympic Committee

United States Olympic Committee SafeSport Audit of National Wheelchair Basketball Association

October 2017

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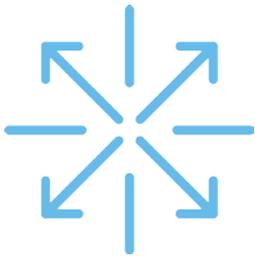


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¹ To consider the report in its entirety, please refer also to the detailed management response that will appear here [[Governance Documents](#)] within 90 days of the date of this report.



Executive Summary

Summary Observations

It shall be the policy of the United States Olympic Committee (USOC) that each National Governing Body (NGBs) adopt a Minimum Standards Policy for Athlete Safety Programs (Athlete Safety Standards) by December 31, 2013².

We noted the following opportunities to enhance the design of National Wheelchair Basketball Association's (NWBA) compliance with the Athlete Safety Standards:

- > **Athlete Safety Standards - Prohibited Conduct** – NWBA's SafeSport-related documentation and administrative materials does not specifically define bullying, hazing, harassment (including sexual harassment), or emotional misconduct, and does not specifically prohibit hazing, harassment (including sexual harassment), or emotional misconduct.
- > **Athlete Safety Standards - Criminal Background Checks and Education and Training Testing** – Requiring criminal background checks and education and training is not consistently enforced by NWBA. The following exceptions were identified during our testing:
 - Six individuals selected for testing (60% of the selected individuals) did not have criminal background checks conducted during the testing period (i.e., May 1, 2016 through April 30, 2017).
 - Six individuals selected for testing (60% of the selected individuals) did not complete education and training requirements during the testing period (i.e., May 1, 2016 through April 30, 2017); however, evidence was provided that one individual completed the education and training requirements prior to issuing the audit report.

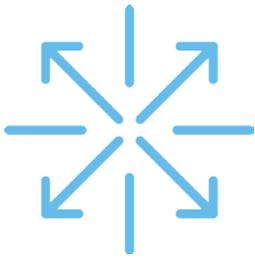
Background and Approach

USOC engaged Baker Tilly Virchow Krause (Baker Tilly), to assist the USOC in the completion of SafeSport audits, to assess compliance with SafeSport policies and procedures at the USOC and all of its NGBs and High Performance Management Organizations (HPMOs).

Baker Tilly performed a review of NWBA to evaluate compliance with the Athlete Safety Standards. The following activities were performed for this review of NWBA:

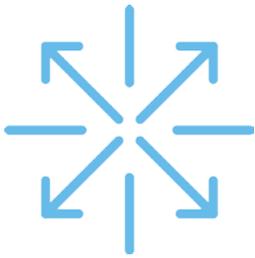
- > Developed and executed an audit program that included:
 - Holding a virtual entrance meeting to discuss and document NWBA's SafeSport program and processes.

² Effective June 20, 2017 the USOC replaced the Athlete Safety Standards with the NGB Athlete Safety Policy. Due to the timing of this audit, fieldwork was performed in accordance with the Athlete Safety Standards.



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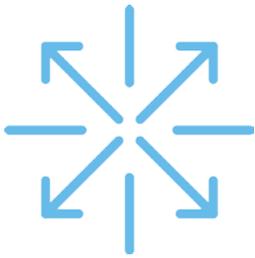
- Selecting a sample of 10 from the required individuals to ensure a background check was performed and education and training was completed. See **Appendix A** for a list of documents reviewed.
 - Reviewing NWBA's athlete safety policy and determining whether the following was addressed:
 - Required misconduct is prohibited and defined;
 - Reporting procedures are documented; and
 - The grievance process is documented and complies with Athlete Safety Standards.
 - Identifying which individuals are required to undergo a criminal background check and complete education and training.
- > Conducted a virtual exit meeting, if requested, following delivery of the draft report, to discuss audit findings and recommendation(s) with NWBA. See **Appendix B** for a list of individuals interviewed.
- > Identified specific observations and recommendations regarding opportunities to enhance compliance with Athlete Safety Standards. Observations include the following attributes: criteria, condition, cause, effect, and recommendation, as set out in the International Professional Practices Framework (IPPF) Standards and Practice Advisory 2410-1.



Detailed Report

The tables below represent opportunities to enhance the design and effectiveness of NWBA's compliance with the Athlete Safety Standards.

1. Athlete Safety Standards - Prohibited Conduct	
Criteria	The Athlete Safety Standards requires that each NGB/HPMO shall adopt an athlete safety program that prohibits and defines the following misconduct: bullying, hazing, harassment (including sexual harassment), emotional misconduct, physical misconduct, and sexual misconduct (including child sexual abuse).
Condition	NWBA's SafeSport-related documentation and administrative materials does not specifically define bullying, hazing, harassment (including sexual harassment), or emotional misconduct, and does not specifically prohibit hazing, harassment (including sexual harassment), or emotional misconduct.
Cause	NWBA may not have reviewed and updated its SafeSport-related documentation and administrative materials to include all of the requirements in the Athlete Safety Standards.
Effect	NWBA must be in compliance with the Athlete Safety Standards to be a member in good standing. Noncompliance with the Athlete Safety Standards can result in disciplinary action by the USOC including withdrawal of high performance funding. Additionally, stakeholders (e.g., coaches, staff, officials, volunteers, etc.) may not be aware of the specific requirements of the Athlete Safety Standards and could be out of compliance with the requirements and/or may not be aware of the prohibited conduct. Also, athletes may have contact with stakeholders who are not aware of SafeSport misconduct and the potential impact to athletes' well-being.
Recommendation	NWBA must update all applicable SafeSport-related documentation and administrative materials to define and specifically prohibit the six types of prohibited misconduct identified in the Athlete Safety Standards. Compliance with these requirements must be completed within 90 days of receipt of the final audit report.
Management response	We agree with the condition and recommendation and will respond to the USOC with a detailed plan to ensure compliance with the current NGB Athlete Safety Policy. Our

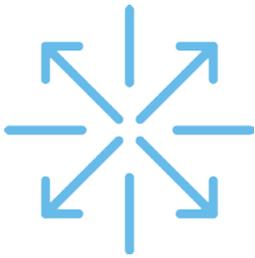


1. Athlete Safety Standards - Prohibited Conduct

plan will be submitted to the USOC within the 90 day timeline referenced above.

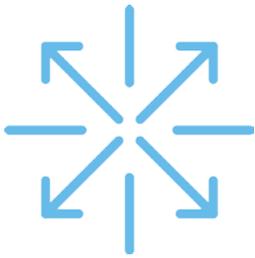
2. Athlete Safety Standards - Criminal Background Checks and Education and Training Testing

Criteria	The Athlete Safety Standards states each NGB/HPMO shall require criminal background checks and education and training for those individuals it formally authorizes, approves, or appoints (a) to a position of authority over, or (b) to have frequent contact with athletes.
Condition	<p>Requiring criminal background checks and education and training is not consistently enforced by NWBA. The following exceptions were identified during our testing:</p> <ol style="list-style-type: none"> 1. Six individuals selected for testing (60% of the selected individuals) did not have criminal background checks conducted during the testing period (i.e., May 1, 2016 through April 30, 2017). 2. Six individuals selected for testing (60% of the selected individuals) did not complete education and training requirements during the testing period (i.e., May 1, 2016 through April 30, 2017); however, evidence was provided that one individual completed the education and training requirements prior to issuing the audit report.
Cause	NWBA may not be consistently tracking and monitoring compliance with the criminal background checks and education and training requirements of the Athlete Safety Standards.
Effect	<p>Individuals NWBA formally authorizes, approves or appoints (a) to a position of authority over, or (b) to have frequent contact with athletes may not be in compliance with the USOC's SafeSport program because they have not completed criminal background checks and/or education and training prior to having contact with athletes. NWBA must be in compliance with the Athlete Safety Standards to be a member in good standing. Noncompliance with the Athlete Safety Standards can result in disciplinary action by the USOC including withdrawal of high performance funding.</p> <p>Also, athletes may have contact with individuals who are unaware of SafeSport misconduct and the potential impact to athletes' well-being and/or have contact with individuals who have a criminal history, which could put athletes at SafeSport-related misconduct risk.</p>



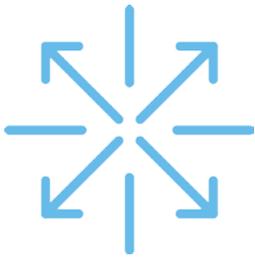
2. Athlete Safety Standards - Criminal Background Checks and Education and Training Testing

Recommendation	<p>NWBA 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 Athlete Safety Standards. NWBA must consistently track and verify criminal background checks and education and training requirements are met for all required individuals. Compliance with these requirements must be completed within 90 days of receipt of the final audit report.</p> <p>NWBA should review the testing results and require all necessary individuals to complete the necessary requirements (i.e., criminal background check and/or education and training).</p>
Management response	<p>We agree with the condition and recommendation and will respond to the USOC with a detailed plan to ensure compliance with the current NGB Athlete Safety Policy. Our plan will be submitted to the USOC within the 90 day timeline referenced above.</p>



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Report Appendices



Appendix A: Documents Reviewed

We reviewed the following documents:

- > Athlete Safety Standards Program Questionnaire
- > National Wheelchair Basketball Policies and Procedures (Adopted and Approved July 23, 2016)
- > NWBA Bylaws (Adopted April 3, 2008)
- > Population listing of “required individuals” (i.e., covered individuals required to undergo background check and training)



Appendix B: Personnel Interviewed

We interviewed the following personnel:

- > Jim Scherr, Director of Membership Services and Programs