



United States Olympic Committee

United States Olympic Committee SafeSport Audit of U.S. Ski & Snowboard

October 2017

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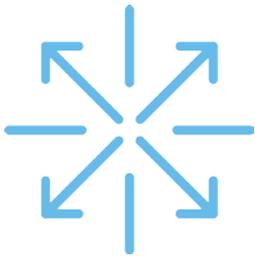


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USOC SafeSport Audit of U.S. Ski & Snowboard

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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 U.S. Ski & Snowboard compliance with the Athlete Safety Standards:

- > **Athlete Safety Standards - Application of the SafeSport Policy (Minors)** – U.S. Ski & Snowboard's bylaws state, "As a condition of membership, any member in a position of authority over minor children must have satisfactorily completed criminal background checks and athlete protection education as required by USA Ski and Snowboard." U.S. Ski & Snowboard's application of this policy is inconsistent with the requirements listed in the Athlete Safety Standards and may be focused too narrowly on minors. The Athlete Safety Standards do not limit these activities to include only minors.
- > **Athlete Safety Standards - Prohibited Conduct** – U.S. Ski & Snowboard's SafeSport-related documentation and administrative materials does not specifically prohibit bullying, hazing, harassment (including sexual harassment), emotional misconduct, physical misconduct, or sexual misconduct (including child sexual abuse). It also does not define hazing and harassment (including sexual harassment).
- > **Athlete Safety Standards - Application of the SafeSport Policy** – U.S. Ski & Snowboard's SafeSport-related documentation and administrative materials do not specifically indicate who the guidelines apply to (e.g., employees, individuals who have frequent contact with athletes) as required by the Athlete Safety Standards.

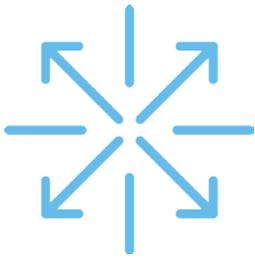
Background and Approach

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 U.S. Ski & Snowboard to evaluate compliance with the Athlete Safety Standards. The following activities were performed for this review of U.S. Ski & Snowboard:

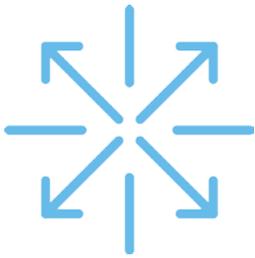
- > Developed and executed an audit program that included:

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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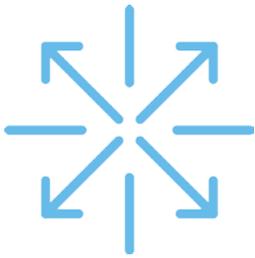
- Holding a virtual entrance meeting to discuss and document U.S. Ski & Snowboard's SafeSport program and processes.
 - Selecting a sample of 10 from the required individuals to ensure a background check was performed and education and training was completed. See **Appendix A** for a list of documents reviewed.
 - Reviewing U.S. Ski & Snowboard 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 U.S. Ski & Snowboard. 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 U.S. Ski & Snowboard's compliance with the Athlete Safety Standards.

1. Athlete Safety Standards - Application of the SafeSport Policy (Minors)	
Criteria	The Athlete Safety Standards state 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	U.S. Ski & Snowboard's bylaws state, "As a condition of membership, any member in a position of authority over minor children must have satisfactorily completed criminal background checks and athlete protection education as required by U.S. Ski & Snowboard." U.S. Ski & Snowboard's application of this policy is inconsistent with the requirements listed in the Athlete Safety Standards and may be focused too narrowly on minors. The Athlete Safety Standards do not limit these activities to include only minors.
Cause	U.S. Ski & Snowboard may not have updated its SafeSport-related documentation and administrative materials to align with requirements in the Athlete Safety Standards.
Effect	U.S. Ski & Snowboard may not be in compliance with the Athlete Safety Standards. U.S. Ski & Snowboard 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 know that criminal background checks and education and training requirements apply to them or be informed of SafeSport initiatives and the related misconduct areas. 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.
Recommendation	U.S. Ski & Snowboard 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

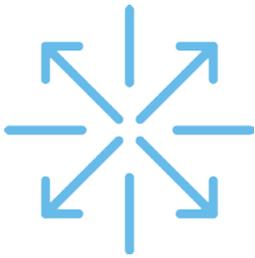


1. Athlete Safety Standards - Application of the SafeSport Policy (Minors)

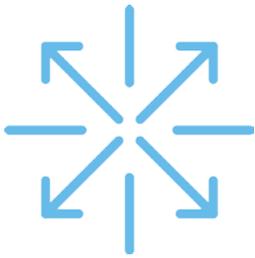
	requirements of the Athlete Safety Standards. Compliance with these requirements must be completed within 90 days of receipt of the final audit report.
Management response	<p>As of March 13, 2017, U.S. Ski & Snowboard's Board of Directors endorsed and adopted the SafeSport Code. The Board also specified those lists of covered individuals to whom the NCSS's jurisdiction extended. Those are "USSA Staff, USSA members holding a USSA coaching license, USSA members holding a USSA officials license, USSA members at USSA clubs whom the club formally designates to be in a position of authority over athletes, and the USSA Governance Board members, and USSA athletes with the exception of masters athletes. We note that the Bylaws need to be updated we agree to update our Bylaws within 90 days of this report. We are also in the process of updating our SafeSport materials on our website and will update that section within 90 days to more clearly call out who is subject to the SafeSport code. Please see March 13 minutes below.</p> <p>http://ussa.org/sites/default/files/documents/executive/2014-15/documents/USSA%20Board%20of%20Directors%27%20Meeting%20Minutes%20Legal%20-%203%202017.pdf</p>

2. Athlete Safety Standards - Prohibited Conduct

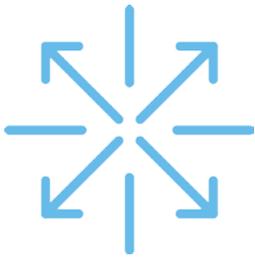
Criteria	The Athlete Safety Standards requires that each NGB/HPMO shall adopt an athlete safety program that prohibits and defines the following misconduct: bullying, hazing, harassment (including sexual harassment), emotional misconduct, physical misconduct, and sexual misconduct (including child sexual abuse).
Condition	U.S. Ski & Snowboard's SafeSport-related documentation and administrative materials does not specifically prohibit bullying, hazing, harassment (including sexual harassment), emotional misconduct, physical misconduct, or sexual misconduct (including child sexual abuse). It also does not define hazing and harassment (including sexual harassment).
Cause	U.S. Ski & Snowboard 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	U.S. Ski & Snowboard 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.



2. Athlete Safety Standards - Prohibited Conduct	
	<p>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.</p>
Recommendation	<p>U.S. Ski & Snowboard 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.</p>
Management response	<p>As of March 13, 2017, U.S. Ski & Snowboard's Board of Directors endorsed and adopted the SafeSport Code. The Board also specified those lists of covered individuals to whom the NCSS's jurisdiction extended. Those are "USSA Staff, USSA members holding a USSA coaching license, USSA members holding a USSA officials license, USSA members at USSA clubs whom the club formally designates to be in a position of authority over athletes, and the USSA Governance Board members, and USSA athletes with the exception of masters athletes. We note that the agree that our website doesn't well enough indicate those conducts which are prohibited by the updated SafeSport code and will update that page within 90 days to more clearly call out those conducts which are prohibited by the SafeSport code. Please see March 13 minutes below.</p> <p>http://ussa.org/sites/default/files/documents/executive/2014-15/documents/USSA%20Board%20of%20Directors%27%20Meeting%20Minutes%20Legal%20-%203%2017.pdf</p>



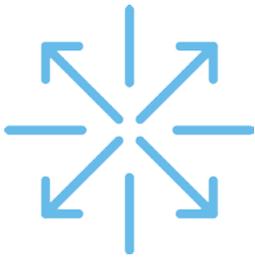
3. Athlete Safety Standards - Application of the SafeSport Policy	
Criteria	The Athlete Safety Standards state that the policy shall apply to (1) NGB employees; (2) athletes the NGB designates for the USADA required testing pool (RTP); and (3) individuals the NGB formally authorizes, approves or appoints (a) to a position of authority over, or (b) to have frequent contact with athletes.
Condition	U.S. Ski & Snowboard's SafeSport-related documentation and administrative materials do not specifically indicate who the guidelines apply to (e.g., employees, individuals who have frequent contact with athletes) as required by the Athlete Safety Standards.
Cause	U.S. Ski & Snowboard may not have updated its SafeSport-related documentation and administrative materials to align with requirements in the Athlete Safety Standards.
Effect	<p>U.S. Ski & Snowboard may not be in compliance with the Athlete Safety Standards. U.S. Ski & Snowboard 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>Additionally, stakeholders (e.g., coaches, staff, officials, volunteers, etc.) may not know the SafeSport policy applies to them or be informed of SafeSport initiatives and the related misconduct areas. Also, athletes may have contact with stakeholders who are not aware of SafeSport misconduct and the potential impact to athletes' well-being.</p>
Recommendation	U.S. Ski & Snowboard must update its SafeSport-related documentation and administrative materials to apply to (1) NGB employees; (2) athletes the NGB designates for the USADA required testing pool (RTP); and (3) individuals the NGB formally authorizes, approves or appoints (a) to a position of authority over, or (b) to have frequent contact with athletes to comply with the Athlete Safety Standards. Compliance with these requirements must be completed within 90 days of receipt of the final audit report.
Management response	As of March 13, 2017, U.S. Ski & Snowboard's Board of Directors endorsed and adopted the SafeSport Code. The Board also specified those lists of covered individuals to whom the NCSS's jurisdiction extended. Those are "USSA Staff, USSA members holding a USSA coaching license, USSA members holding a USSA officials license, USSA members at USSA clubs whom the club formally designates to be in a position of authority over athletes, and the USSA Governance Board members, and USSA



3. Athlete Safety Standards - Application of the SafeSport Policy

athletes with the exception of masters athletes. We are also in the process of updating our SafeSport materials on our website and will update that section within 90 days to more clearly call out who is subject to the SafeSport code. Please see March 13 minutes below.

<http://ussa.org/sites/default/files/documents/executive/2014-15/documents/USSA%20Board%20of%20Directors%27%20Meeting%20Minutes%20Legal%20-%202017.pdf>



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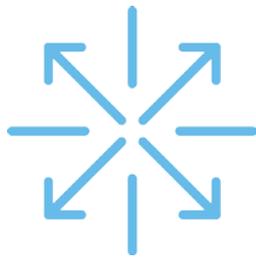
Report Appendices



Appendix A: Documents Reviewed

We reviewed the following documents:

- > Athlete Safety Standards Program Questionnaire
- > Bylaws of the United States Ski & Snowboard Association
- > Population listing of “required individuals” (i.e., covered individuals required to undergo background check and training)
- > SafeSport Policy documentation
- > “USSA SafeSport Guidelines” webpage



Appendix B: Personnel Interviewed

We interviewed the following personnel:

- > Alex Natt, Executive Vice President and General Counsel
- > Sheryl Barnes, Director of Membership