



United States Olympic Committee

United States Olympic Committee SafeSport Audit of U.S. Soccer

October 2017

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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. Soccer's compliance with the Athlete Safety Standards:

- > **Athlete Safety Standards - Education and Training Testing** - Two individuals selected for testing (20% 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 U.S. Soccer to evaluate compliance with the Athlete Safety Standards. The following activities were performed for this review of U.S. Soccer:

- > Developed and executed an audit program that included:
 - Holding a virtual entrance meeting to discuss and document U.S. Soccer'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. Soccer'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.

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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- > Conducted a virtual exit meeting, if requested, following delivery of the draft report, to discuss audit findings and recommendation(s) with U.S. Soccer. 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 table below represents opportunities to enhance the design and effectiveness of U.S. Soccer's compliance with the Athlete Safety Standards.

1. Athlete Safety Standards - Education and Training Testing	
Criteria	The Athlete Safety Standards state each NGB/HPMO shall require 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	Two individuals selected for testing (20% 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	U.S. Soccer may not be consistently tracking and monitoring compliance with the education and training requirements of the Athlete Safety Standards.
Effect	<p>Individuals U.S. Soccer 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 education and training prior to having contact with athletes. U.S. Soccer 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, which could put athletes at SafeSport-related misconduct risk.</p>
Recommendation	<p>U.S. Soccer 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 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. U.S. Soccer must consistently track and verify 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>U.S. Soccer should review the testing results and require all necessary individuals to complete the necessary requirements</p>



1. Athlete Safety Standards - Education and Training Testing

	(i.e., education and training).
Management response	<p>One of the ten individuals selected for testing failed to complete the education and training requirements of U.S. Soccer, and as a result, was never formally authorized, approved or appointed by U.S. Soccer (a) to a position of authority over, or (b) to have frequent contact with athletes.</p> <p>One of the ten individuals selected for testing did not complete the education and training requirements during the appropriate timeframe. Nonetheless, with continued requests for compliance, the individual completed the education and training requirements on July 20, 2017.</p> <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
- > Population listing of "required individuals" (i.e., covered individuals required to undergo background check and training)
- > SafeSport Completion Certificates
- > U.S. Soccer Development Academy Rules and Regulations 2016-2017
- > Bylaws of the United States Soccer Federation Inc.
- > U.S. Soccer Prohibited Conduct Policy



Appendix B: Personnel Interviewed

We interviewed the following personnel:

- > Greg Fike, Staff Attorney
- > Brian Remedi, Chief Administrative Officer