



United States Olympic Committee

United States Olympic Committee SafeSport Audit of US Squash

October 2017

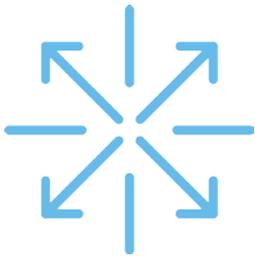
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¹ To consider the report in its entirety, please refer also to the detailed management response that will appear here [[Governance Documents](#)] within 90 days of the date of this report.



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 US Squash's compliance with the Athlete Safety Standards:

- > **Athlete Safety Standards - Criminal Background Checks and Education and Training Testing** - Requiring criminal background checks and education and training is not consistently enforced by US Squash. The following exceptions were identified during our testing:
 - Ten individuals selected for testing (100% of the selected individuals) did not complete criminal background checks during the testing period (i.e., May 1, 2016 through April 30, 2017); however, evidence was provided that six individuals completed the education and training requirements prior to issuing the audit report.
 - All ten individuals selected for testing (100% of the selected individuals) did not complete education and training requirements during the testing period (i.e., May 1, 2016 through April 30, 2017).
- > **Athlete Safety Standards - Criminal Background Checks and Education and Training Policy Requirements** - US Squash's SafeSport-related documentation and administrative materials does not require individuals it formally authorized, approved, or appointed (a) to a position of authority over, or (b) to have frequent contact with athletes to complete education and training requirements.

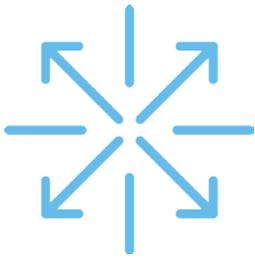
Background and Approach

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 US Squash to evaluate compliance with the Athlete Safety Standards. The following activities were performed for this review of US Squash:

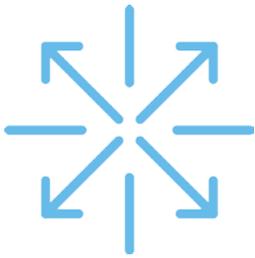
- > Developed and executed an audit program that included:
 - Holding a virtual entrance meeting to discuss and document US Squash's SafeSport program and processes.

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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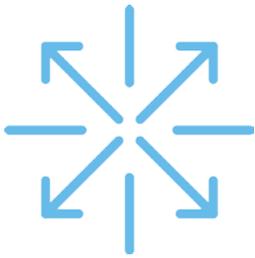
- Selecting a sample of 10 from the required individuals to ensure a background check was performed and education and training was completed. See **Appendix A** for a list of documents reviewed.
 - Reviewing US Squash's athlete safety policy and determining whether the following was addressed:
 - Required 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 US Squash. 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 US Squash’s compliance with the Athlete Safety Standards.

1. Athlete Safety Standards - Criminal Background Checks and Education and Training Testing	
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	<p>Requiring criminal background checks and education and training is not consistently enforced by US Squash. The following exceptions were identified during our testing:</p> <p>1. Ten individuals selected for testing (100% of the selected individuals) did not complete criminal background checks during the testing period (i.e., May 1, 2016 through April 30, 2017); however, evidence was provided that six individuals completed the education and training requirements prior to issuing the audit report.</p> <p>3. All ten individuals selected for testing (100% of the selected individuals) did not complete education and training requirements during the testing period (i.e., May 1, 2016 through April 30, 2017).</p>
Cause	US Squash 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 US Squash 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. US Squash must be in compliance with the USOC’s Athlete Safety Standards to be a member in good standing. Noncompliance with the USOC’s 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</p>

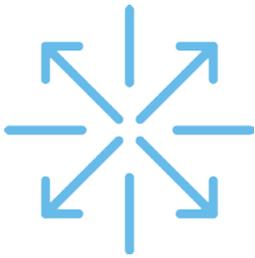


1. Athlete Safety Standards - Criminal Background Checks and Education and Training Testing

	have a criminal history, which could put athletes at SafeSport-related misconduct risk.
Recommendation	<p>US Squash 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. US Squash 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>US Squash 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	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.

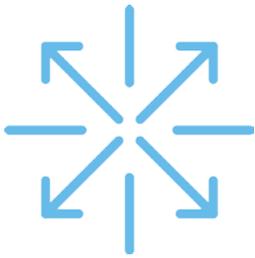
2. Athlete Safety Standards - Criminal Background Checks and Education and Training Policy Requirements

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	US Squash's SafeSport-related documentation and administrative materials does not require individuals it formally authorized, approved, or appointed (a) to a position of authority over, or (b) to have frequent contact with athletes to complete education and training requirements.
Cause	US Squash may not have updated its SafeSport-related documentation and administrative materials to align with requirements in the Athlete Safety Standards.



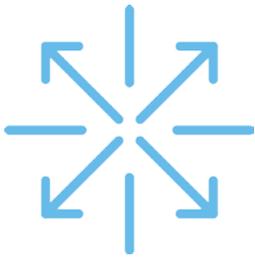
2. Athlete Safety Standards - Criminal Background Checks and Education and Training Policy Requirements

Effect	<p>US Squash may not be in compliance with the Athlete Safety Standards. US Squash 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 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.</p>
Recommendation	<p>US Squash's SafeSport policy 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. Compliance with these requirements must be completed within 90 days of receipt of the final audit report.</p> <p>US Squash's online SafeSport policy (https://www.ussquash.com/about/safesport/) was updated prior to issuing the audit report to indicate, "US Squash requires criminal background checks and SafeSport Training for individuals who are authorized to be in a position of authority over or have frequent contact with athletes." US Squash must make sure required individuals comply with the updated policy and consistently track and verify criminal background checks and education and training requirements are met for all required individuals.</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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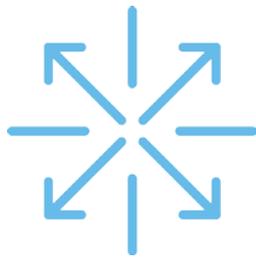
Report Appendices



Appendix A: Documents Reviewed

We reviewed the following documents:

- > Athlete Safety Standards Program Questionnaire
- > Population listing of "required individuals" (i.e., covered individuals defined by the NGB who are required to undergo background check and training)
- > US Squash Nominating and Governance Committee
- > US Squash Abuse, Harassment, Bullying and Hazing Policy
- > US Squash Incident Report Form
- > US Squash Misconduct and Reporting Procedures
- > US Squash's SafeSport Website



Appendix B: Personnel Interviewed

We interviewed the following personnel:

- > Dan Heinrich, Director of Analytics and Business