



# United States Olympic Committee

## United States Olympic Committee SafeSport Audit of USA Archery

October 2017

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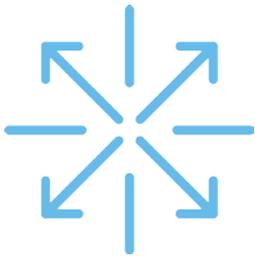


**BAKER TILLY**

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<sup>1</sup> 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, 2013<sup>2</sup>.

We noted the following opportunities to enhance the design of USA Archery's (USAA) compliance with the Athlete Safety Standards

- > **Athlete Safety Standards - Application of the SafeSport Policy (Minors)** – USA Archery's policy indicates "Any employee, volunteer, instructor, coach, judge, administrator or member who has routine access to minors within a USAA Event or club activity must clear a USAA approved background screening and successfully complete the U.S. Center for SafeSport's training at a minimum of every two years (beginning in 2018)." USA Archery'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.

### Background and Approach

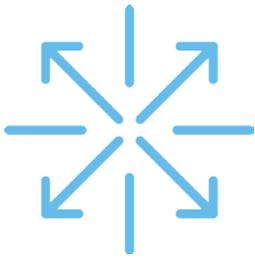
USOC engaged Baker Tilly Virchow Krause (Baker Tilly), to assist the USOC in the completion of SafeSport audits, to assess compliance with SafeSport policies and procedures at the USOC and all of its NGBs and High Performance Management Organizations (HPMOs).

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

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

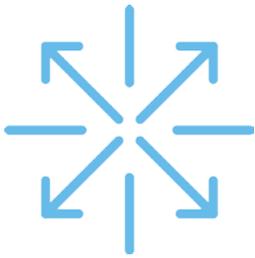
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<sup>2</sup> Effective June 20, 2017 the USOC replaced the Athlete Safety Standards with the NGB Athlete Safety Policy. Due to the timing of this audit, fieldwork was performed in accordance with the Athlete Safety Standards.



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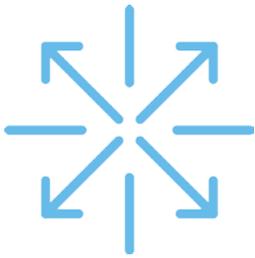
- Identifying which individuals are required to undergo a criminal background check and complete education and training.
- > Conducted a virtual exit meeting, if requested, following delivery of the draft report, to discuss audit findings and recommendation(s) with USAA. See **Appendix B** for a list 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

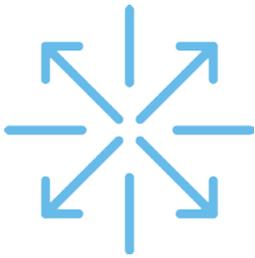
The table below represents opportunities to enhance the design and effectiveness of USAA's compliance with the Athlete Safety Standards.

1. Athlete Safety Standards - Application of the SafeSport Policy (Minors)	
<b>Criteria</b>	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.
<b>Condition</b>	USA Archery's policy indicates "Any employee, volunteer, instructor, coach, judge, administrator or member who has routine access to minors within a USAA Event or club activity must clear a USAA approved background screening and successfully complete the U.S. Center for SafeSport's training at a minimum of every two years (beginning in 2018)." USA Archery'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.
<b>Cause</b>	USAA may not have updated its SafeSport-related documentation and administrative materials to align with requirements in the Athlete Safety Standards.
<b>Effect</b>	USAA may not be in compliance with the Athlete Safety Standards. NGBs/HPMOs 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.
<b>Recommendation</b>	USAA 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



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

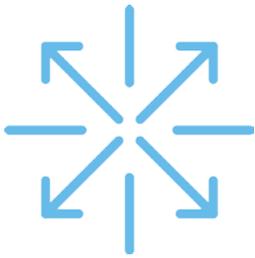
	assurance that they are educated on the requirements of the Athlete Safety Standards. Compliance with these requirements must be completed within 90 days of receipt of the final audit report.
<b>Management response</b>	We agree with the condition and recommendation and will respond to the USOC with a 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.



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## Report Appendices

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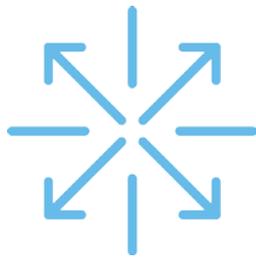


## Appendix A: Documents Reviewed

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We reviewed the following documents:

- > Athlete Safety Standards Program Questionnaire
- > Amended and Restated Bylaws of the National Archery Association of the United States (Jan. 6, 2017)
- > Population listing of “required individuals”(i.e., covered individuals defined by the NGB who are required to undergo background check and training)
- > U.S. Center for SafeSport Code for the U.S. Olympic and Paralympic Movement
- > USA Archery Complaints Filed May 2016 – April 2017
- > USAA Code of Conduct Policies



## Appendix B: Personnel Interviewed

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We interviewed the following personnel:

- > Denise Parker, Chief Executive Officer