



United States Olympic Committee

United States Olympic Committee SafeSport Audit of USA Badminton

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 USA Badminton's (USAB) compliance with the Athlete Safety Standards:

- > **Athlete Safety Standards - Criminal Background Checks and Education and Training Policy Requirements** – USA Badminton's SafeSport Policy only requires annual criminal background checks for coaches and staff. Based on further discussion with USAB, there are other stakeholders that are required to have a criminal background check conducted (e.g., Officials/Referees, volunteer officials); however, USA Badminton's SafeSport documentation and administrative materials does not state that these stakeholders are required to have a criminal background check completed.

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

- > Developed and executed an audit program that included:
 - Holding a virtual entrance meeting to discuss and document USAB'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 USAB'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 USAB. 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 USAB’s compliance with the Athlete Safety Standards.

1. 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	USA Badminton's SafeSport Policy only requires annual criminal background checks for coaches and staff. Based on further discussion with USAB, there are other stakeholders that are required to have a criminal background check conducted (e.g., Officials/Referees, volunteer officials); however, USA Badminton's SafeSport documentation and administrative materials does not state that these stakeholders are required to have a criminal background check completed.
Cause	USAB may not have updated its SafeSport-related documentation and administrative materials to align with requirements in the Athlete Safety Standards.
Effect	<p>USAB may not be in compliance with the Athlete Safety Standards. USABs 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>



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

Recommendation	USABs 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.
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.



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Report Appendices



Appendix A: Documents Reviewed

We reviewed the following documents:

- > Athlete Safety Standards Program Questionnaire
- > Bylaws of USA Badminton, Inc.
- > Population listing of “required individuals”(i.e., covered individuals required to undergo background check and training)
- > USA Badminton SafeSport Handbook
- > Team USA Badminton Website



Appendix B: Personnel Interviewed

We interviewed the following personnel:

- > Jeff Dyrek, Chief Executive Officer
- > Mohan Subramaniam, Director of Coaching and High Performance