



United States Olympic Committee

United States Olympic Committee SafeSport Audit of USA Basketball

October 2017

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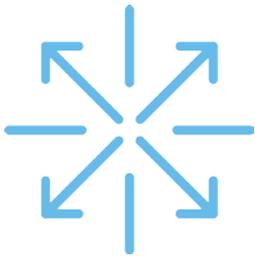


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¹ To consider the report in its entirety, please refer also to the detailed management response that will appear here [[Governance Documents](#)] within 90 days of the date of this report.



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 Basketball's compliance with the Athlete Safety Standards:

- > **Athlete Safety Standards - Application of the SafeSport Policy (Minors)** – USA Basketball's policy states, "It is the policy of USA Basketball that before having contact with youth participants those participants who (1) have direct contact with or supervision over minor participants; (2) are responsible for enforcing child abuse and misconduct policies; or (3) are in managerial or supervisory roles of a USA Basketball program, shall complete appropriate training about child physical and sexual abuse and other types of misconduct." USA Basketball'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.

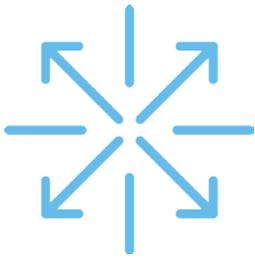
Background and Approach

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

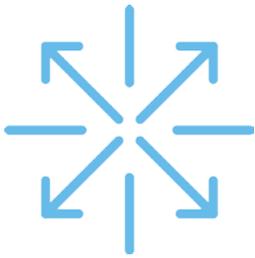
- > Developed and executed an audit program that included:
 - Holding a virtual entrance meeting to discuss and document USA Basketball's SafeSport program and processes.
 - Selecting a sample of ten from the required individuals to ensure a background check was performed and education and training was completed. See **Appendix A** for a list of documents reviewed.
 - Reviewing USA Basketball's athlete safety policy and determining whether the following was addressed:
 - Required misconduct is prohibited and defined;
 - Reporting procedures are documented; and

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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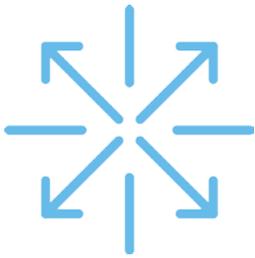
- The grievance process is documented and complies with Athlete Safety Standards.
 - Identifying which individuals are required to undergo a criminal background check and complete education and training.
- > Conducted a virtual exit meeting, if requested, following delivery of the draft report, to discuss audit findings and recommendation(s) with USA Basketball. 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

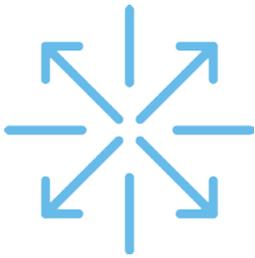
The tables below represent opportunities to enhance the design and effectiveness of USA Basketball's compliance with the Athlete Safety Standards.

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	USA Basketball's policy states, "It is the policy of USA Basketball that before having contact with youth participants those participants who (1) have direct contact with or supervision over minor participants; (2) are responsible for enforcing child abuse and misconduct policies; or (3) are in managerial or supervisory roles of a USA Basketball program, shall complete appropriate training about child physical and sexual abuse and other types of misconduct." USA Basketball'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	USA Basketball may not have updated its SafeSport-related documentation and administrative materials to align with requirements in the Athlete Safety Standards.
Effect	USA Basketball may not be in compliance with the Athlete Safety Standards. USA Basketball 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.



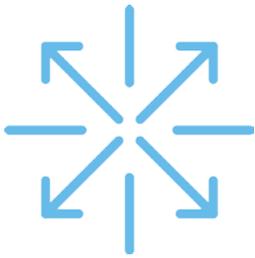
1. Athlete Safety Standards - Application of the SafeSport Policy (Minors)

Recommendation	USA Basketball 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	<p>We agree with the condition and recommendation and have already implemented new policies to address this recommendation.</p> <ul style="list-style-type: none">• USA Basketball has always required all individuals it formally authorizes, approves, or appoints (a) to a position of authority over, or (b) to have frequent contact with athletes to have complete criminal background checks.• Effective May 2017, it is the policy of USA Basketball that before having contact with any participants (not just minors) those individuals who (1) have direct contact with or supervision over participants; (2) are responsible for enforcing abuse and misconduct policies; or (3) are in managerial or supervisory roles of a USA Basketball program, shall complete appropriate training about physical and sexual abuse and other types of misconduct.• In addition, USA Basketball has hired a SafeSport Director who will begin November 2017. Her responsibilities will include: a) ensuring compliance with all aspects of the organization's SafeSport program; b) working with the U.S. Center for SafeSport; c) coordinating background screen processes, reporting, adjudication and appeals; d) serving as primary liaison for youth coach license complaints and incidents.



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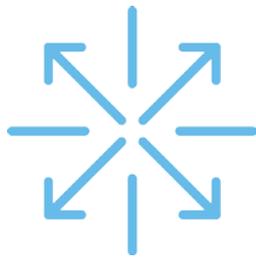
Report Appendices



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)
- > USA Basketball SafeSport Program Handbook (2017)
- > USA Basketball SafeSport Policies



Appendix B: Personnel Interviewed

We interviewed the following personnel:

- > Jim Tooley, Chief Executive Officer
- > Brent Baumberger, Chief Financial Officer
- > Jay Demings, Youth Director
- > Jill Berryman, Office Manager