



United States Olympic Committee

United States Olympic Committee SafeSport Audit of US Biathlon

October 2017

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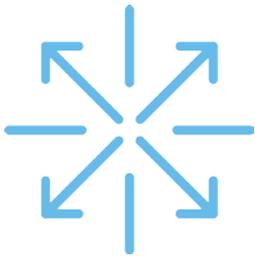


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¹ To consider the report in its entirety, please refer also to the detailed management response that will appear here [[Governance Documents](#)] within 90 days of the date of this report.



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 US Biathlon Association (USBA) 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 USBA. The following exceptions were identified during our testing:
 - Three individuals selected for testing (30% of the selected individuals) did not have criminal background checks conducted during the testing period (i.e., May 1, 2016 through April 30, 2017).
 - Five individuals selected for testing (50% 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 three of the individuals had completed the education and training requirements prior to issuing the audit report.
- > **Athlete Safety Standards - Criminal Background Checks and Education and Training Policy Requirements** – In Section III (Training and Education), the SafeSport Policy states that "USBA staff and athletes in the US Anti-Doping Registered Testing Pool (RTP) should have a basic understanding of sexual abuse" and that "USBA staff must complete an awareness training concerning misconduct with a refresher course every two years. Athletes in the US Anti-Doping Registered Testing Pool (RTP) are asked to take the training as well." This policy narrows the focus of the education and training requirements and does not specifically require all necessary constituents to complete the training and education requirements.

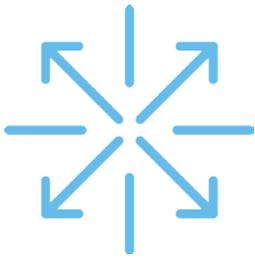
Background and Approach

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

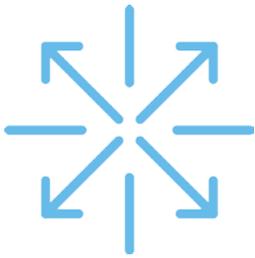
- > Developed and executed an audit program that included:

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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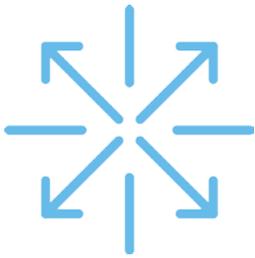
- Holding a virtual entrance meeting to discuss and document USBA SafeSport program and processes.
 - Selecting a sample of 10 from the required individuals to ensure a background check was performed and education and training was completed. See **Appendix A** for a list of documents reviewed.
 - Reviewing USBA'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 USBA. 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.



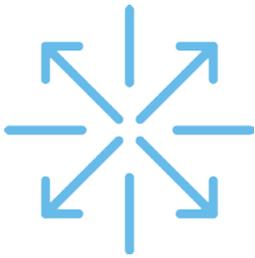
Detailed Report

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

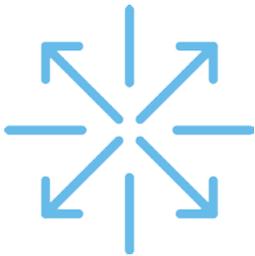
1. Athlete Safety Standards - Criminal Background Checks and Education and Training Testing	
Criteria	The Athlete Safety Standards states each USBA shall require criminal background checks and education and training for those individuals it formally authorizes, approves, or appoints (a) to a position 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 USBA. The following exceptions were identified during our testing:</p> <ol style="list-style-type: none"> 1. Three individuals selected for testing (30% of the selected individuals) did not have criminal background checks conducted during the testing period (i.e., May 1, 2016 through April 30, 2017). 2. Five individuals selected for testing (50% 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 three of the individuals had completed the education and training requirements prior to issuing the audit report.
Cause	<p>USBA may not be consistently tracking and monitoring compliance with the criminal background checks and education and training requirements of the Athlete Safety Standards.</p> <p>Per discussion with USBA personnel, three individuals were part time employees who became full time during the year. USBA personnel noted, there was a delay in their administrative side and they did not enforce the individuals, however, the individuals are currently going through the background check process.</p>
Effect	Individuals the USBA 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 SafeSport program because they have not completed criminal background checks and/or education and training prior to having contact



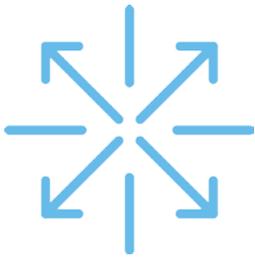
1. Athlete Safety Standards - Criminal Background Checks and Education and Training Testing	
	<p>with athletes. USBA must be in compliance with the Athlete Safety Standards to be a member in good standing. Noncompliance with the Athlete Safety Standards can result in disciplinary action by the USOC including withdrawal of high performance funding. 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>USBA 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. The USBA 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>USBA 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	<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. We would like to point out, again as we did during the audit, that the reason US Biathlon staff members had not received the training was that they do not speak English and that the training was not available in German. We would further point out that background checks and training have now been completed for the staff.</p>



2. Athlete Safety Standards - Criminal Background Checks and Education and Training Policy Requirements	
Criteria	The Athlete Safety Standards states each USBA 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	In Section III (Training and Education), the SafeSport Policy states that "USBA staff and athletes in the US Anti-Doping Registered Testing Pool (RTP) should have a basic understanding of sexual abuse" and that "USBA staff must complete an awareness training concerning misconduct with a refresher course every two years. Athletes in the US Anti-Doping Registered Testing Pool (RTP) are asked to take the training as well." This policy narrows the focus of the education and training requirements and does not specifically require all necessary constituents to complete the training and education requirements.
Cause	USBA may not have updated its SafeSport-related documentation and administrative materials to align with requirements in the Athlete Safety Standards.
Effect	<p>USBA 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.</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	USBA'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

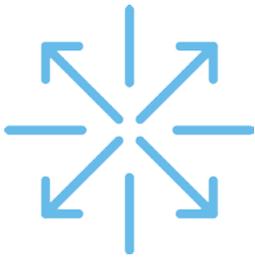


2. Athlete Safety Standards - Criminal Background Checks and Education and Training Policy Requirements	
	with athletes to provide assurance that they are educated on the requirements of the Athlete Safety Standards. Compliance with these requirements must be completed within 90 days of receipt of the 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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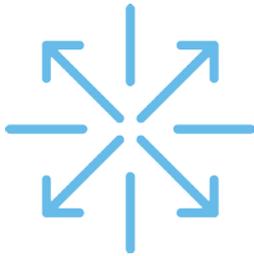
Report Appendices



Appendix A: Documents Reviewed

We reviewed the following documents:

- > Athlete Safety Standards Program Questionnaire
- > Population listing of “required individuals”(i.e., covered individuals required to undergo background check and training)
- > By-Laws of the United States Biathlon Association, Inc.
- > United States Biathlon SafeSport Policy



Appendix B: Personnel Interviewed

We interviewed the following personnel:

- > Max Cobb, President, Chief Executive Officer