



# United States Olympic Committee

## United States Olympic Committee SafeSport Audit of USA Boccia

October 2017

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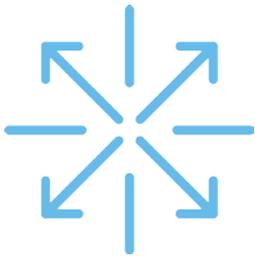


**BAKER TILLY**

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# United States Olympic Committee SafeSport Audit of USA Boccia<sup>1</sup>

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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 Boccia's compliance with the Athlete Safety Standards:

- > **Athlete Safety Standards - SafeSport Policy** - USA Boccia does not currently have a formal, documented SafeSport policy (e.g., documentation included on their website or within other materials) to provide guidance on SafeSport requirements as required by 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 USA Boccia. The following exceptions were identified during our testing:
  - All ten individuals selected for testing (100% of the selected individuals) did not have criminal background checks conducted during the testing period (i.e., May 1, 2016 through April 30, 2017).
  - Six individuals selected for testing (60% of the selected individuals) did not complete education and training requirements during the testing period (i.e., May 1, 2016 through April 30, 2017).

### Background and Approach

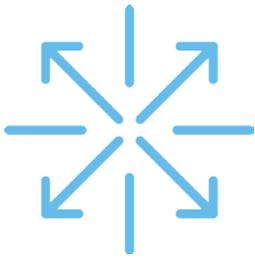
USOC engaged Baker Tilly Virchow Krause (Baker Tilly), to assist the USOC in the completion of SafeSport audits, to assess compliance with SafeSport policies and procedures at the USOC and all of its NGBs and High Performance Management Organizations (HPMOs).

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

- > Developed and executed an audit program that included:
  - Holding a virtual entrance meeting to discuss and document USA Boccia'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 Boccia's athlete safety policy and determining whether the following was addressed:

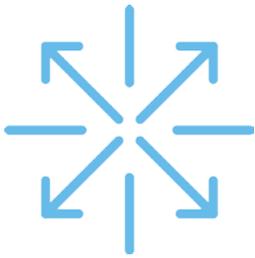
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<sup>2</sup> Effective June 20, 2017 the USOC replaced the Athlete Safety Standards with the NGB Athlete Safety Policy. Due to the timing of this audit, fieldwork was performed in accordance with the Athlete Safety Standards.



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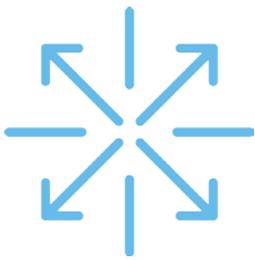
- Required misconduct is prohibited and defined;
  - Reporting procedures are documented; and
  - The grievance process is documented and complies with Athlete Safety Standards.
- Identifying which individuals are required to undergo a criminal background check and complete education and training.
-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

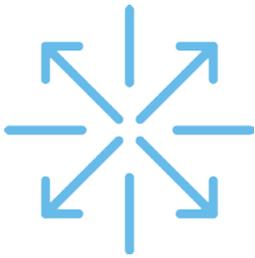
The tables below represent opportunities to enhance the design and effectiveness of USA Boccia’s compliance with the Athlete Safety Standards.

1. Athlete Safety Standards - SafeSport Policy	
<b>Criteria</b>	It shall be the policy of the USO that each NGB adopt an athlete safety program by December 31, 2013. The athlete safety program shall include, at a minimum, the requirements set forth in the Athlete Safety Standards.
<b>Condition</b>	USA Boccia does not currently have a formal, documented SafeSport policy (e.g., documentation included on their website or within other materials) to provide guidance on SafeSport requirements as required by the Athlete Safety Standards.
<b>Cause</b>	USA Boccia has not adopted Athlete Safety Standards as required by the USOC as of December 31, 2013.
<b>Effect</b>	USA Boccia may not be aware of the specific requirements of the Athlete Safety Standards. USA Boccia 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, athletes may not be informed about SafeSport misconduct, its impact, and how to report misconduct, if necessary.
<b>Recommendation</b>	USA Boccia must formally create and/or update their SafeSport-related content to document a formal SafeSport policy that can be made available to all stakeholders, which complies with 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>	USA Boccia will create a task force to develop a SafeSport policy that will have our membership in mind. 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.



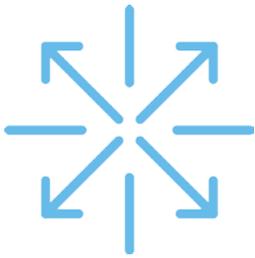
## 2. Athlete Safety Standards - Criminal Background Checks and Education and Training Testing

<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>	<p>Requiring criminal background checks and education and training is not consistently enforced by USA Boccia. The following exceptions were identified during our testing:</p> <ol style="list-style-type: none"> <li>1. All ten individuals selected for testing (100% of the selected individuals) did not have criminal background checks conducted during the testing period (i.e., May 1, 2016 through April 30, 2017).</li> <li>2. Six individuals selected for testing (60% of the selected individuals) did not complete education and training requirements during the testing period (i.e., May 1, 2016 through April 30, 2017).</li> </ol>
<b>Cause</b>	USA Boccia may not be consistently tracking and monitoring compliance with the criminal background checks and education and training requirements of the Athlete Safety Standards.
<b>Effect</b>	<p>Individuals USA Boccia 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. USA Boccia 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>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>
<b>Recommendation</b>	USA Boccia 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. USA Boccia must consistently track and verify criminal background checks and education and training requirements are met for



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

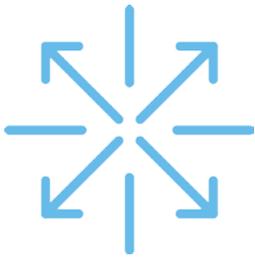
	<p>all required individuals. Compliance with these requirements must be completed within 90 days of receipt of the final audit report.</p> <p>USA Boccia should review the testing results and require all necessary individuals to complete the necessary requirements (i.e., criminal background check and/or education and training).</p>
<b>Management response</b>	<p>We will seek advice on securing background checks on staff and will formalize our policy on this as well. 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

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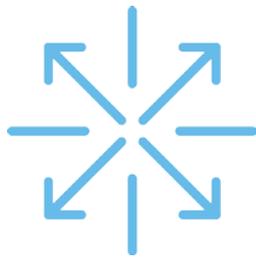


## Appendix A: Documents Reviewed

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We reviewed the following documents:

- > Athlete Safety Standards Program Questionnaire
- > Email from Terra Coffee, NCSI Key Accounts Manager
- > Population listing of “required individuals” (i.e., covered individuals required to undergo background check and training)
- > USA Boccia Bylaws (Version 2.0)



## Appendix B: Personnel Interviewed

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We interviewed the following personnel:

- > Cathy Drobny, Committee Chairman and USA Boccia Board of Directors