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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.

We noted the following opportunities to enhance the design of USA Boxing’s compliance with the Athlete Safety Standards:

> Athlete Safety Standards - Application of the SafeSport Policy – USA Boxing’s SafeSport-related documentation and administrative materials do not specifically indicate that the overall policy applies to employees.

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

> Developed and executed an audit program that included:
  - Holding a virtual entrance meeting to discuss and document USA Boxing’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 USA Boxing’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 USA Boxing. See Appendix B for a list of individuals interviewed.

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

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<thead>
<tr>
<th>1. Athlete Safety Standards - Application of the SafeSport Policy</th>
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<tr>
<td><strong>Criteria</strong></td>
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<td><strong>Effect</strong></td>
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<td><strong>Recommendation</strong></td>
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# 1. Athlete Safety Standards - Application of the SafeSport Policy

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<th>Management response</th>
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<td>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.</td>
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Report Appendices
Appendix A: Documents Reviewed

We reviewed the following documents:

> Athlete Safety Standards Program Questionnaire
> Grievance – Complaint Policy (2015)
> Population listing of “required individuals” (i.e., covered individuals required to undergo background check and training)
> USA Boxing Grievance and Complaints 5.1.16-4.30.17
> USA Boxing Membership System Screen Prints
> USA Boxing SafeSport Policy Handbook
Appendix B: Personnel Interviewed

We interviewed the following personnel:

> Lynette Smith, Director of Membership Services