



United States Olympic Committee

United States Olympic Committee SafeSport Audit of USA Boxing

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 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.



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- > 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 Boxing's compliance with the Athlete Safety Standards.

1. Athlete Safety Standards - Application of the SafeSport Policy	
Criteria	The Athlete Safety Standards state that the policy shall apply to (1) NGB employees; (2) athletes the NGB designates for the USADA required testing pool (RTP); and (3) individuals the NGB formally authorizes, approves or appoints (a) to a position of authority over, or (b) to have frequent contact with athletes.
Condition	USA Boxing's SafeSport-related documentation and administrative materials does not specifically indicate that the overall policy applies to employees.
Cause	<p>USA Boxing may not have updated its SafeSport-related documentation and administrative materials to align with requirements in the Athlete Safety Standards.</p> <p>This is out of compliance because the policy indicates it applies to all USA Boxing members, and per communication with USA Boxing personnel employees are not required to become members.</p>
Effect	<p>USA Boxing may not be in compliance with the Athlete Safety Standards. USA Boxing 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, athletes may have contact with employees who are not aware of SafeSport misconduct and the potential impact to athletes' well-being.</p>
Recommendation	<p>USA Boxing must update their SafeSport-related documentation and administrative materials to include the policy applies to USA Boxing's employees. Compliance with these requirements must be completed within 90 days of receipt of the final audit report.</p> <p>For example, the following language could be used in place of the current policy language, "The policy shall apply to (1) NGB employees; (2) athletes the NGB designates for the USADA required testing pool (RTP); and (3) individuals the NGB formally authorizes, approves or appoints (a) to a position of authority over, or (b) to have frequent contact with athletes."</p>



1. Athlete Safety Standards - Application of the SafeSport Policy

**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
- > 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



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Appendix B: Personnel Interviewed

We interviewed the following personnel:

- > Lynette Smith, Director of Membership Services