



United States Olympic Committee

United States Olympic Committee SafeSport Audit of USA Judo

October 2017

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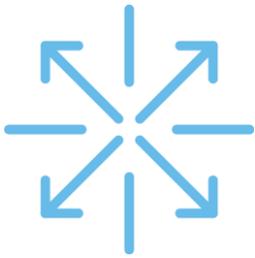
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¹ To consider the report in its entirety, please refer also to the detailed management response that will appear here [[Governance Documents](#)] within 90 days of the date of this report.



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 Judo 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 USA Judo. The following exceptions were identified during our testing:
 - Two individuals selected for testing (20% of the selected individuals) did not have criminal background checks conducted during the testing period (i.e., May 1, 2016 through April 30, 2017); however, evidence was provided that the criminal background check were completed prior to issuing the audit report.
 - One individuals selected for testing (10% 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 the individual completed the education and training requirements prior to issuing the audit report.
- > **Athlete Safety Standards - Criminal Background Checks and Education and Training Policy Requirements** – USA Judo's SafeSport-related documentation and administrative materials specifically lists individuals that are required to have a criminal background check conducted; however, there is no mention as to whether it is required for employees.

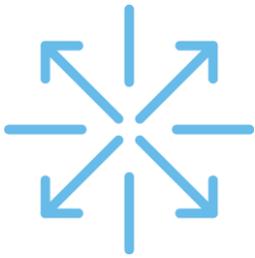
Background and Approach

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

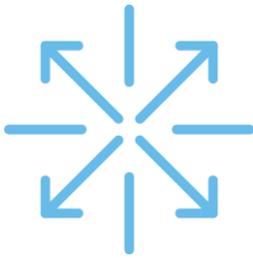
- > Developed and executed an audit program that included:

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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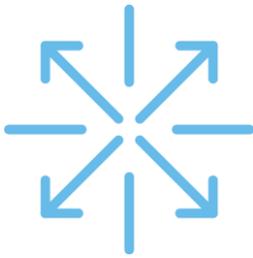
- Holding a virtual entrance meeting to discuss and document USA Judo's SafeSport program and processes.
 - Selecting a sample of 10 from the required individuals to ensure a background check was performed and education and training was completed. See **Appendix A** for a list of documents reviewed.
 - Reviewing USA Judo'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 Judo. 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 table below represents opportunities to enhance the design and effectiveness of USA Judo’s compliance with the Athlete Safety Standards.

1. Athlete Safety Standards - Criminal Background Checks and Education and Training Testing	
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	<p>Requiring criminal background checks and education and training is not consistently enforced by USA JUDO. The following exceptions were identified during our testing:</p> <ol style="list-style-type: none"> 1. Two individuals selected for testing (20% of the selected individuals) did not have criminal background checks conducted during the testing period (i.e., May 1, 2016 through April 30, 2017); however, evidence was provided that the criminal background check were completed prior to issuing the audit report. 2. One individuals selected for testing (10% 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 the individual completed the education and training requirements prior to issuing the audit report.
Cause	USA Judo may not be consistently tracking and monitoring compliance with the criminal background checks and education and training requirements of the Athlete Safety Standards.
Effect	Individuals USA Judo 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 with athletes. USA Judo 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

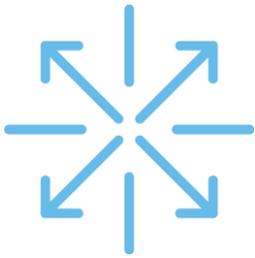


1. Athlete Safety Standards - Criminal Background Checks and Education and Training Testing	
	<p>including withdrawal of high performance funding. Also, athletes may have contact with individuals who are unaware of SafeSport misconduct and the potential impact to athletes' well-being and/or have contact with individuals who have a criminal history, which could put athletes at SafeSport-related misconduct risk.</p>
Recommendation	<p>USA Judo 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 Judo 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>USA Judo 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.</p> <p>All individuals pulled had a current background screen at the time of the audit.</p> <p>USA Judo submitted a full list of background screens regardless of what the applicants function is/was. To pull just specific functions of applicants is very time consuming and beyond our bandwidth.</p>



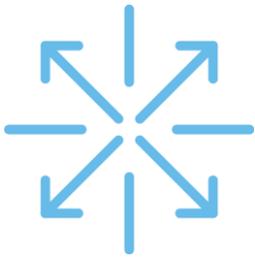
2. Athlete Safety Standards - Criminal Background Checks and Education and Training Policy Requirements

<p>Criteria</p>	<p>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.</p>
<p>Condition</p>	<p>USA Judo's SafeSport-related documentation and administrative materials specifically lists individuals that are required to have a criminal background check conducted; however, there is no mention as to whether it is required for employees.</p>
<p>Cause</p>	<p>USA Judo may not have updated its SafeSport-related documentation and administrative materials to align with requirements in the Athlete Safety Standards.</p>
<p>Effect</p>	<p>USA Judo may not be in compliance with the Athlete Safety Standards. USA Judo 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>
<p>Recommendation</p>	<p>USA Judo'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 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.</p>



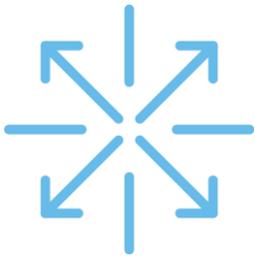
2. Athlete Safety Standards - Criminal Background Checks and Education and Training Policy Requirements

	<p>USA Judo should consider updating the language in the SafeSport Handbook regarding criminal background checks to reflect similar language as the requirement for SafeSport Training (i.e., "Individuals who have direct contact with athletes are required to maintain certification for athlete maltreatment prevention 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.</p> <p>At this time, USA Judo does not require employees to complete a background screen. This policy is being reviewed.</p>



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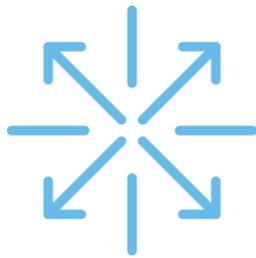
Report Appendices



Appendix A: Documents Reviewed

We reviewed the following documents:

- > Athlete Safety Standards Program Questionnaire
- > Amended and Restated Bylaws of United States Judo, Inc.
- > Population listing of “required individuals”(i.e., covered individuals required to undergo background check and training)
- > USA Judo SafeSport Handbook



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Appendix B: Personnel Interviewed

We interviewed the following personnel:

- > Keith Bryant, Chief Executive Officer
- > Corinne Shigemoto, Chief Operating Officer