



United States Olympic Committee

United States Olympic Committee SafeSport Audit of USA Rugby

October 2017

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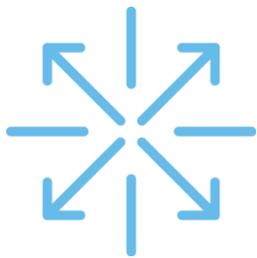
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¹ To consider the report in its entirety, please refer also to the detailed management response that will appear here [[Governance Documents](#)] within 90 days of the date of this report.



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 Rugby's compliance with the Athlete Safety Standards:

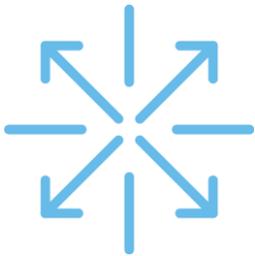
- > **Athlete Safety Standards - Criminal Background Checks and Education and Training Testing** - Requiring criminal background checks and education and training is not consistently enforced by USA Rugby. The following exceptions were identified during our testing:
 - Two individuals selected for testing (20% of the selected individuals) did not complete education and training requirements during the testing period (i.e., May 1, 2016 through April 30, 2017).
 - The education and training requirements evidence provided for eight of the individuals selected for testing (80% of the selected individuals) did not include completion dates; thus, we could not verify the education and training requirements were completed during the testing period (i.e., May 1, 2016 through April 30, 2017).
- > **Athlete Safety Standards - Application of the SafeSport Policy (Minors)** - USA Rugby's policy states, "It is the policy of USA Rugby that before having contact with youth participants those participants who (1) have direct contact with or supervision over minor participants; (2) are responsible for enforcing child abuse and misconduct policies; or (3) are in managerial or supervisory roles of a USA Rugby program, shall complete appropriate training about child physical and sexual abuse and other types of misconduct". USA Rugby's application of this policy is inconsistent with the requirements listed in the Athlete Safety Standards and may be focused too narrowly on minors. The Athlete Safety Standards do not limit these activities to include only minors.

Background and Approach

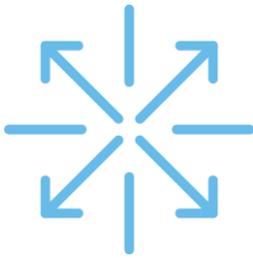
USOC engaged Baker Tilly Virchow Krause (Baker Tilly), to assist the USOC in the completion of SafeSport audits, to assess compliance with SafeSport policies and procedures at the USOC and all of its NGBs and High Performance Management Organizations (HPMOs).

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

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.



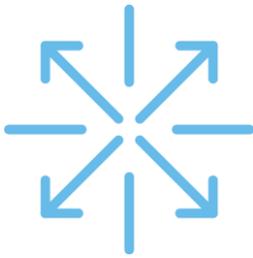
- > Developed and executed an audit program that included:
 - Holding a virtual entrance meeting to discuss and document USA Rugby's SafeSport program and processes.
 - Selecting a sample of 10 from the required individuals to ensure a background check was performed and education and training was completed. See **Appendix A** for a list of documents reviewed.
 - Reviewing USA Rugby'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 Rugby. 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 Rugby'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 Rugby. 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 complete education and training requirements during the testing period (i.e., May 1, 2016 through April 30, 2017). 2. The education and training requirements evidence provided for eight of the individuals selected for testing (80% of the selected individuals) did not include completion dates; thus, we could not verify the education and training requirements were completed during the testing period (i.e., May 1, 2016 through April 30, 2017).
Cause	USA Rugby may not be consistently tracking and monitoring compliance with the criminal background checks and education and training requirements of the Athlete Safety Standards.
Effect	<p>Individuals the USA Rugby 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 Rugby must be in compliance with the USOC's Athlete Safety Standards to be a member in good standing. Noncompliance with the USOC's 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</p>

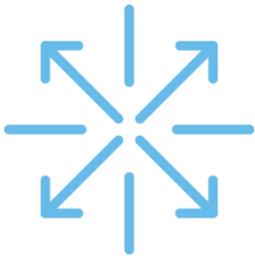


1. Athlete Safety Standards - Criminal Background Checks and Education and Training Testing

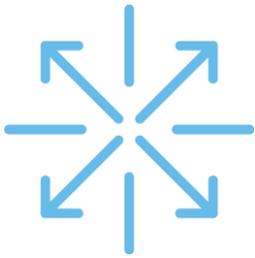
	have a criminal history, which could put athletes at SafeSport-related misconduct risk.
Recommendation	<p>USA Rugby must require that individuals it formally authorizes, approves, or appoints (a) to a position of authority over, or (b) to have frequent contact with athletes complete criminal background 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 Rugby 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 Rugby 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	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 - Application of the SafeSport Policy (Minors)

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	USA Rugby's policy states, "It is the policy of USA Rugby that before having contact with youth participants those participants who (1) have direct contact with or supervision over minor participants; (2) are responsible for enforcing child abuse and misconduct policies; or (3) are in managerial or supervisory roles of a USA Rugby program, shall complete appropriate training about child physical and sexual abuse and other types of misconduct". USA Rugby's application of this policy is inconsistent with the requirements listed in the Athlete Safety Standards and may be focused too narrowly on minors. The Athlete Safety Standards do not limit these activities to include only minors.

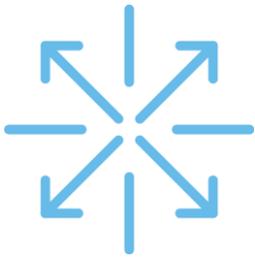


2. Athlete Safety Standards - Application of the SafeSport Policy (Minors)	
Cause	USA Rugby may not have updated its SafeSport-related documentation and administrative materials to align with requirements in the Athlete Safety Standards.
Effect	<p>USA Rugby may not be in compliance with the Athlete Safety Standards. USA Rugby 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	USA Rugby 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.
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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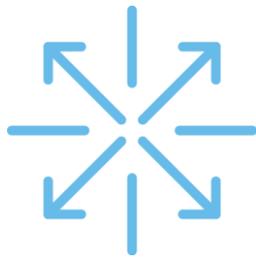
Report Appendices



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)
- > Amended and Restated Bylaws of USA Rugby Football Union, Ltd.,
- > USA Rugby SafeSport Program Handbook



Appendix B: Personnel Interviewed

We interviewed the following personnel:

- > Dan Payne, Chief Executive Officer
- > Jennifer Gray, Director of Operations