



United States Olympic Committee

United States Olympic Committee SafeSport Audit of USA Team Handball

October 2017

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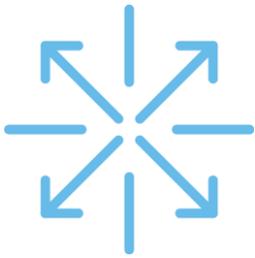
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USOC SafeSport Audit of USA Team Handball

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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.



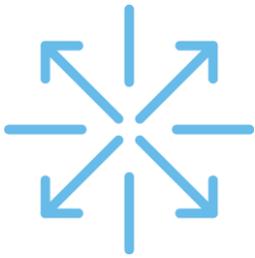
Executive Summary

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 Team Handball's (USATH) compliance with the Athlete Safety Standards:

- > **Athlete Safety Standards - Prohibited Conduct** – The USATH's SafeSport documentation states that the Center will "provide education and prevention resources," related to the misconduct, and states that "The SafeSport Code outlines prohibited conduct related to emotional, physical, and sexual misconduct." However, USA Team Handball's SafeSport documentation does not specifically state that bullying, hazing, and/or harassment (including sexual harassment) are prohibited. Further, all forms of misconduct; bullying, hazing, harassment (including sexual harassment), emotional misconduct, physical misconduct, and sexual misconduct (including child sexual abuse) are not specifically defined in the SafeSport-related documentation and administrative materials.
- > **Athlete Safety Standards - Criminal Background Checks and Education and Training Testing** – Requiring background checks and education and training is not consistently enforced by USATH. The following exceptions were identified during our testing:
 - Non-National Team Coaches (10 Individuals selected)
 - 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); however, evidence was provided that the education and training requirements were completed prior to issuing the audit report.
 - National Team Coaches (16 Individuals selected)
 - Two individuals selected for testing (13% 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 (38% 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 one 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** – Requiring criminal background checks and education and training requirements are not explicitly required in USATH's SafeSport-related documentation and administrative material.
- > **Athlete Safety Standards - Application of the SafeSport Policy** – USATH's SafeSport-related documentation and administrative materials does not specifically indicate that the overall policy applies to employees or athletes the NGB designates for the USADA required testing pool (RTP).



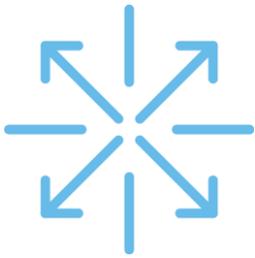
Background and Approach

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

- > Developed and executed an audit program that included:
 - Holding a virtual entrance meeting to discuss and document USATH's SafeSport program and processes.
 - Selecting a sample of 26 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 USATH'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 USATH. 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.

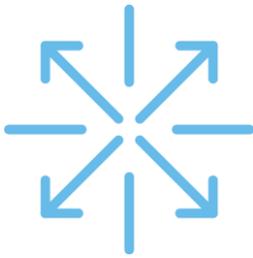
² Effective June 20, 2017 the USOC replaced the Athlete Safety Standards with the NGB Athlete Safety Policy. Due to the timing of this audit, fieldwork was performed in accordance with the Athlete Safety Standards.



Detailed Report

The tables below represent opportunities to enhance the design and effectiveness of USATH's compliance with the Athlete Safety Standards.

1. Athlete Safety Standards - Prohibited Conduct	
Criteria	The Athlete Safety Standards requires that each NGB/HPMO shall adopt an athlete safety program that prohibits and defines the following misconduct: bullying, hazing, harassment (including sexual harassment), emotional misconduct, physical misconduct, and sexual misconduct (including child sexual abuse).
Condition	The USATH's SafeSport documentation states that the Center will "provide education and prevention resources," related to the misconduct, and states that "The SafeSport Code outlines prohibited conduct related to emotional, physical, and sexual misconduct." However, USA Team Handball's SafeSport documentation does not specifically state that bullying, hazing, and/or harassment (including sexual harassment) are prohibited. Further, all forms of misconduct; bullying, hazing, harassment (including sexual harassment), emotional misconduct, physical misconduct, and sexual misconduct (including child sexual abuse) are not specifically defined in the SafeSport-related documentation and administrative materials.
Cause	USATH may not have reviewed and updated its SafeSport-related documentation and administrative materials to include all of the requirements in the Athlete Safety Standards.
Effect	USATH must be in compliance with the Athlete Safety Standards to be a member in good standing. Additionally, stakeholders (e.g., coaches, staff, officials, volunteers, etc.) may not be aware of the specific requirements of the Athlete Safety Standards and could be out of compliance with the requirements and/or may not be aware of the prohibited conduct. Also, athletes may have contact with stakeholders who are not aware of SafeSport misconduct and the potential impact to athletes' well-being.

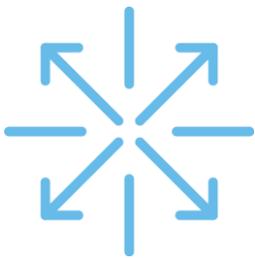


1. Athlete Safety Standards - Prohibited Conduct

<p>Recommendation</p>	<p>USATH must update all applicable SafeSport-related documentation and administrative materials to define and specifically prohibit the six types of prohibited misconduct identified in the Athlete Safety Standards. Compliance with these requirements must be completed within 90 days of receipt of the final audit report.</p>
<p>Management response</p>	<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>USA Team Handball had a Board meeting on September 26, 2017 and received Board approval for revised SafeSport documentation, including SafeSport Policies and Procedures, which will be shared with the USOC, placed on our website, and sent to all coaches, referees, National Team athletes, Board members, Committee Chairs, staff and clubs.</p>

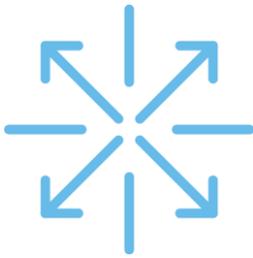
2. Athlete Safety Standards - Criminal Background Checks and Education and Training Testing

<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>Requiring background checks and education and training is not consistently enforced by USATH. The following exceptions were identified during our testing:</p> <p>Non-National Team Coaches (10 Individuals selected)</p> <ul style="list-style-type: none"> > 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); however, evidence was provided that the education and training requirements were completed prior to issuing the audit report.



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

	<p>National Team Coaches (16 Individuals selected)</p> <ul style="list-style-type: none"> > Two individuals selected for testing (13% 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 (38% 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 one individual completed the education and training requirements prior to issuing the audit report.
<p>Cause</p>	<p>USATH may not be consistently tracking and monitoring compliance with the criminal background checks and education and training requirements of the Athlete Safety Standards.</p>
<p>Effect</p>	<p>Individuals USATH 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. USATH must be in compliance with the Athlete Safety Standards to be a member in good standing. 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>USATH 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. USATH 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>



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

	<p>USATH 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>
<p>Management response</p>	<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>USA Team Handball phased in SafeSport compliance and started with background checks for all of our National Team Coaches and on-line certification for SafeSport Education. In 2017 USA Team Handball expanded the groups needing SafeSport Education to all staff, referees and club coaches. In 2018 USA Team Handball will again expand the groups needing background checks and SafeSport Education to include club coaches, referees, staff, National Team pool, Board and key volunteers. USA Team Handball feels that our phasing and expanding pool approach works for our NGB and our goal is to be totally compliant with USOC and SafeSport expectations.</p>

3. 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>Requiring criminal background checks and education and training requirements are not explicitly required in USATH's SafeSport-related documentation and administrative material.</p>
<p>Cause</p>	<p>USATH may not have updated its SafeSport-related documentation and administrative materials to align with requirements in the Athlete Safety Standards.</p>



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

Based on discussions with USATH personnel, only National Team coaches were required to have a criminal background check conducted in 2017.

Effect

USATH may not be in compliance with the Athlete Safety Standards. NGBs/HPMOs must be in compliance with the Athlete Safety Standards to be a member in good standing.

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.

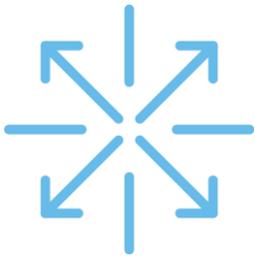
Recommendation

USATH'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.

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.

USA Team Handball phased in SafeSport compliance and started with background checks for all of our National Team Coaches and on-line certification for SafeSport Education. In 2017 USA Team Handball expanded the groups needing SafeSport Education to all staff, referees and club coaches. In 2018 USA Team Handball will again expand the groups needing background checks and SafeSport Education to include club coaches, referees, staff, National Team pool, Board and key volunteers. USA Team Handball feels that our phasing and expanding pool approach works for our NGB and



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

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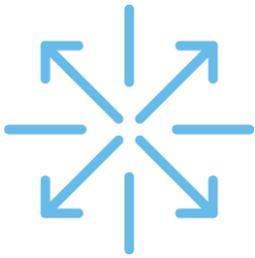
4. Athlete Safety Standards - Application of the SafeSport Policy

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	USATH's SafeSport-related documentation and administrative materials does not specifically indicate that the overall policy applies to employees or athletes the NGB designates for the USADA required testing pool (RTP).
Cause	USATH may not have updated its SafeSport-related documentation and administrative materials to align with requirements in the Athlete Safety Standards.
Effect	USATH may not be in compliance with the Athlete Safety Standards. USATH must be in compliance with the Athlete Safety Standards to be a member in good standing. Additionally, athletes may have contact with employees who are not aware of SafeSport misconduct and the potential impact to athletes' well-being.
Recommendation	USATH must update their SafeSport-related documentation and administrative materials to include the policy applies to USA Team Handball's employees and athletes the NGB designates for the USADA required testing pool (RTP). Compliance with these requirements must be completed within 90 days of receipt of the final audit report. 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



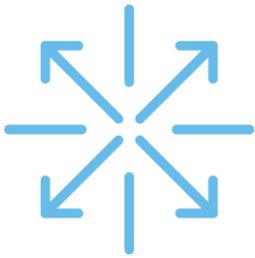
4. Athlete Safety Standards - Application of the SafeSport Policy

	position of authority over, or (b) to have frequent contact with athletes."
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>USA Team Handball had a Board meeting on September 26, 2017 and received Board approval for revised SafeSport documentation, including SafeSport Policies and Procedures, which will be shared with the USOC, placed on our website, and sent to all coaches, referees, National Team athletes, Board members, Committee Chairs, staff and clubs.</p>



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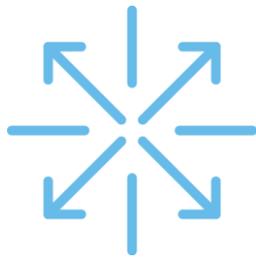
Report Appendices



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)
- > Introducing the U.S. Center for SafeSport
- > Response and Resolution Office
- > USA Team Handball Bylaws
- > General Information About the U.S. Center for SafeSport



Appendix B: Personnel Interviewed

We interviewed the following personnel:

- > Mike Cavanaugh, Chief Executive Officer
- > Mike Lenard, Chief Arbitrator