



# United States Olympic Committee

## United States Olympic Committee SafeSport Audit of USA Volleyball

October 2017

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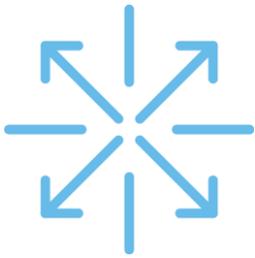
United States Olympic Committee  
USOC SafeSport Audit of USA Volleyball

# United States Olympic Committee SafeSport Audit of USA Volleyball<sup>1</sup>

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<sup>1</sup> 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<sup>2</sup>.

We noted the following opportunities to enhance the design of USA Volleyball's (USAV) compliance with the Athlete Safety Standards:

- > **Athlete Safety Standards - Application of the SafeSport Policy (Minors)** – USA Volleyball's SafeSport Policy states that, "It is the policy of USA Volleyball that those participants who (1) have direct contact to or supervision over minor participants, (2) are responsible for enforcing child abuse and misconduct policies, (3) are in managerial or supervisory roles of a USA Volleyball Member Program, and (4) are new and current employees and/or volunteers of USA Volleyball Member Programs, are advised to complete the appropriate training about child physical and sexual abuse and other types of misconduct before having contact with youth participants."

"Under the policy, USA Volleyball will not authorize or accept any member who has routine access to minors unless that person consents to be screened and passes a comprehensive screen by USA Volleyball's approved background screen vendor. This policy encompasses all adults associated with junior programming, including coaches, officials and event staff."

USA Volleyball'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

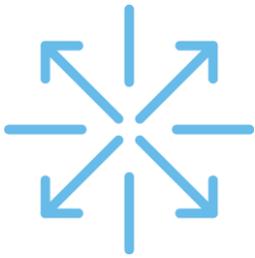
USOC engaged Baker Tilly Virchow Krause (Baker Tilly), to assist the USOC in the completion of SafeSport audits, to assess compliance with SafeSport policies and procedures at the USOC and all of its NGBs and High Performance Management Organizations (HPMOs).

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

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

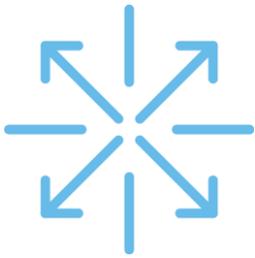
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<sup>2</sup> Effective June 20, 2017 the USOC replaced the Athlete Safety Standards with the NGB Athlete Safety Policy. Due to the timing of this audit, fieldwork was performed in accordance with the Athlete Safety Standards.



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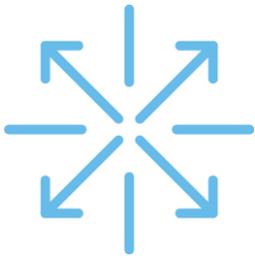
- Selecting a sample of 10 from the required individuals to ensure a background check was performed and education and training was completed. See **Appendix A** for a list of documents reviewed.
  - Reviewing USAV's athlete safety policy and determining whether the following was addressed:
    - Required 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 USAV. 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

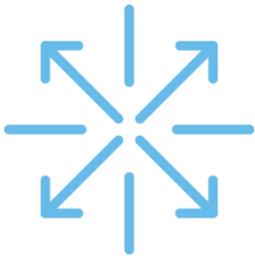
The table below represents opportunities to enhance the design and effectiveness of USAV's compliance with the Athlete Safety Standards.

1. Athlete Safety Standards - Application of the SafeSport Policy (Minors)	
<b>Criteria</b>	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.
<b>Condition</b>	<p>USA Volleyball's SafeSport Policy states that, "It is the policy of USA Volleyball that those participants who (1) have direct contact to or supervision over minor participants, (2) are responsible for enforcing child abuse and misconduct policies, (3) are in managerial or supervisory roles of a USA Volleyball Member Program, and (4) are new and current employees and/or volunteers of USA Volleyball Member Programs, are advised to complete the appropriate training about child physical and sexual abuse and other types of misconduct before having contact with youth participants."</p> <p>"Under the policy, USA Volleyball will not authorize or accept any member who has routine access to minors unless that person consents to be screened and passes a comprehensive screen by USA Volleyball's approved background screen vendor. This policy encompasses all adults associated with junior programming, including coaches, officials and event staff."</p> <p>USA Volleyball's application of this policy language 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.</p>
<b>Cause</b>	USAV may not have updated its SafeSport-related documentation and administrative materials to align with requirements in the Athlete Safety Standards.
<b>Effect</b>	<p>USAV may not be in compliance with the Athlete Safety Standards. USAV 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, officials, volunteers, etc.) may not know that criminal background checks and education and training requirements apply to them or be</p>



### 1. Athlete Safety Standards - Application of the SafeSport Policy (Minors)

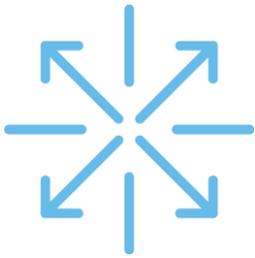
	<p>informed of SafeSport initiatives and the related misconduct areas. Also, athletes may have contact with individuals who are unaware of SafeSport misconduct and the potential impact to athletes' well-being and/or have contact with individuals who have a criminal history, which could put athletes at SafeSport-related misconduct risk.</p>
<b>Recommendation</b>	<p>USAV 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>
<b>Management response</b>	<p>We agree that USAV shall revise its SafeSport policy language to reflect its compliance with SafeSport, and will regularly audit compliance with criminal background and SafeSport education and training requirements per the NGB Athlete Safety Policy. USAV will respond to the USOC with its plan for compliance within 90 days of the final audit report.</p> <p>USAV and its Regional Volleyball Associations support a number of activities raising the platform of SafeSport, which include, but are not limited to: the production of athlete videos to raise awareness and prevention, the publishing of SafeSport content in its coaching newsletters, and ensuring resources are distributed with our participants through USAV's website and communications.</p>



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## Report Appendices

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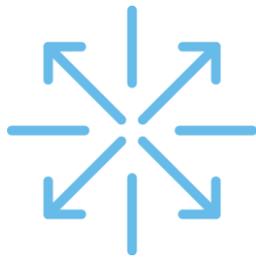


## Appendix A: Documents Reviewed

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We reviewed the following documents:

- > Athlete Safety Standards Program Questionnaire
- > Bylaws of USA Volleyball
- > Population listing of “required individuals”(i.e., covered individuals required to undergo background check and training)
- > USA Volleyball SafeSport Policy



## Appendix B: Personnel Interviewed

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We interviewed the following personnel:

- > Margie Mara, Senior Director and National SafeSport Contact
- > Bernie MacLean, Director of Human Resources
- > Jamie Davis, Chief Executive Officer
- > Patty Fadum, Coordinator of Region Services Programs