



United States Olympic Committee

United States Olympic Committee SafeSport Audit of USA Wrestling

October 2017

This information has been prepared pursuant to a client relationship exclusively with, and solely for the use and benefit of the United States Olympic Committee (USOC) and is subject to the terms and conditions of our related contract. Baker Tilly disclaims any contractual or other responsibility to others based on its use and, accordingly, this information may not be relied upon to create a Baker Tilly responsibility by anyone other than the USOC. Per the USOC Bylaws and Performance Partnership Agreements, the USOC has the right to conduct audits of National Governing Bodies and High Performance Management Organizations.



Candor. Insight. Results.

Contents

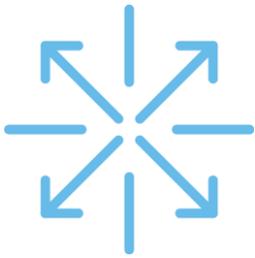
UNITED STATES OLYMPIC COMMITTEE SAFESPORT AUDIT OF USA WRESTLING	3
EXECUTIVE SUMMARY	4
SUMMARY OBSERVATIONS	4
BACKGROUND AND APPROACH	4
DETAILED REPORT	6
REPORT APPENDICES	9
APPENDIX A: DOCUMENTS REVIEWED	10
APPENDIX B: PERSONNEL INTERVIEWED	11



United States Olympic Committee
USOC SafeSport Audit of USA Wrestling

United States Olympic Committee SafeSport Audit of USA Wrestling¹

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 Wrestling's compliance with the Athlete Safety Standards:

- > **Athlete Safety Standards - Education and Training Testing** – Eight individuals selected for testing (80% of the selected individuals) did not complete education and training requirements during the testing period (i.e., May 1, 2016 through April 30, 2017).
- > **Athlete Safety Standards - Education and Training Policy Requirements** – USA Wrestling's SafeSport-related documentation and administrative material does not specifically require stakeholders (e.g., coaches, staff, officials, volunteers, etc.) to complete education and training requirements as required by the Athlete Safety Standards. The USA Wrestling SafeSport Policy states that, "Education and familiarity with respect to safe sport principles and policies is critical. Every coach and official who wishes to become a member of USA Wrestling, as well as USAW staff members, (i) will be required to review and become familiar with this Safe Sport Policy and (ii) must acknowledge and affirm compliance with this requirement on an annual basis." Although there is language that notes the importance of training and education, it does not specifically require completion of education and training requirements.

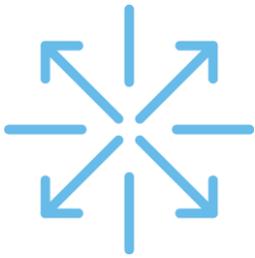
Background and Approach

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

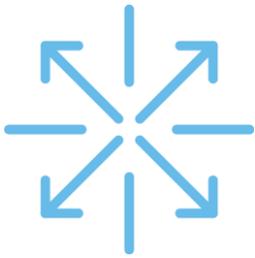
- > Developed and executed an audit program that included:
 - Holding a virtual entrance meeting to discuss and document USA Wrestling's SafeSport program and processes.

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.



United States Olympic Committee
USOC SafeSport Audit of USA Wrestling

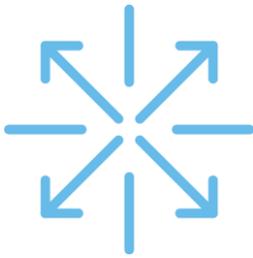
- Selecting a sample of 10 from the required individuals to ensure a background check was performed and education and training was completed. See **Appendix A** for a list of documents reviewed.
 - Reviewing USA Wrestling's athlete safety policy and determining whether the following was addressed:
 -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

1. Athlete Safety Standards - Education and Training Testing	
Criteria	The Athlete Safety Standards state each NGB/HPMO shall require 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	Eight individuals selected for testing (80% of the selected individuals) did not complete education and training requirements during the testing period (i.e., May 1, 2016 through April 30, 2017).
Cause	USA Wrestling may not be consistently tracking and monitoring compliance with the education and training requirements of the Athlete Safety Standards.
Effect	Individuals USA Wrestling 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 the education and training requirement prior to having contact with athletes. USA Wrestling 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. 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.

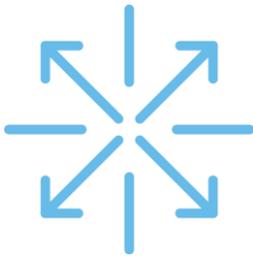


1. Athlete Safety Standards - Education and Training Testing

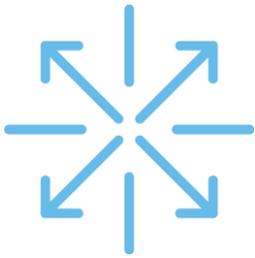
<p>Recommendation</p>	<p>USA Wrestling must require that individuals it formally authorizes, approves, or appoints (a) to a position of authority over, or (b) to have frequent contact with athletes complete education and training requirements in a timely manner and before they have contact with athletes to provide assurance that they are educated on the requirements of the Athlete Safety Standards. USA Wrestling must consistently track and verify 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 Wrestling should review the testing results and require all necessary individuals to complete the necessary requirements (i.e., education and training).</p>
<p>Management response</p>	<p>We agree with the condition and recommendation and have already implemented measures in our membership system to ensure all staff, member coaches, and officials are SafeSport certified. This encompasses all members who are appointed to a position of authority over or, who have frequent contact with athletes. USA Wrestling will respond to the USOC with a detailed outline of measures it has taken to ensure compliance within the 90-day time period.</p>

2. Athlete Safety Standards - Education and Training Policy Requirements

<p>Criteria</p>	<p>The Athlete Safety Standards state each NGB/HPMO shall require 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 Wrestling's SafeSport-related documentation and administrative material does not specifically require stakeholders (e.g., coaches, staff, officials, volunteers, etc.) to complete education and training requirements as required by the Athlete Safety Standards. The USA Wrestling SafeSport Policy states that, "Education and familiarity with respect to safe sport principles and policies is critical. Every coach and official who wishes to become a member of USA Wrestling, as well as USAW staff members, (i) will be required to review and become familiar with this Safe Sport Policy and (ii) must</p>

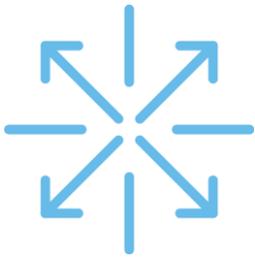


2. Athlete Safety Standards - Education and Training Policy Requirements	
	acknowledge and affirm compliance with this requirement on an annual basis." Although there is language that notes the importance of training and education, it does not specifically require completion of education and training requirements.
Cause	USA Wrestling may not have updated its SafeSport-related documentation and administrative materials to align with requirements in the Athlete Safety Standards.
Effect	<p>USA Wrestling may not be in compliance with the Athlete Safety Standards. USA Wrestling 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 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 Wrestling'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 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 within the 90 day timeline with an update to the SafeSport policy that clarifies the mandatory SafeSport certification for all USA Wrestling staff, member coaches, and officials.



United States Olympic Committee
USOC SafeSport Audit of USA Wrestling

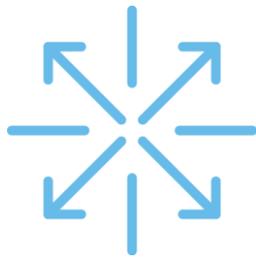
Report Appendices



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)
- > SafeSport Code for the U.S. Olympic and Paralympic Movement
- > USA Wrestling Background Screening Policy
- > USA Wrestling SafeSport Policy



Appendix B: Personnel Interviewed

We interviewed the following personnel:

- > Rich Bender, Executive Director
- > Les Gutches, Associate Executive Director for Programs and Strategy