
United States Olympic Committee

Audit Division



Report for:
USA Baseball

Follow-up on:
SafeSport Audit

Dated:
January 22, 2018



January 22, 2018

Paul Seiler
Executive Director
USA Baseball

Dear Paul,

During the second and third quarter of 2017, Baker Tilly Virchow Krause (Baker Tilly) performed a SafeSport audit of USA Baseball. The purpose of this follow-up review is to report on the status of recommendations from the SafeSport audit of USA Baseball dated October 2017. Our methodology was limited to communication with USA Baseball and a review of various policies provided by the organization. The Audit Division did not perform additional audit work to verify action was taken. However, SafeSport will be tested during the routine audit process going forward.

The review found that four recommendations were implemented and are considered closed. One recommendation is in process as USA Baseball is working to ensure all required individuals are in compliance with its updated Athlete Safety Policy. USA Baseball promptly implemented improvements to its Athlete Safety Policy.

We thank you and your staff for assisting in this follow-up review.

Sincerely,

Bridget Toelle, CPA, CIA
Senior Director, Audit

Ellen Senf
Staff Auditor

cc: Scott Blackmun Mike Gaski
Rick Adams Karen Gaunt
Gary Johansen John Gall
Chris McCleary



SafeSport Follow-up Report

USA Baseball

Follow-up Status	Recommendation	Management Response	Follow-up Action
Implemented	<p>USA Baseball 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. Further, USA Baseball should update the links included in their SafeSport documentation to the appropriate type of defined misconduct. Specially, USA Baseball must update the link to the definition of harassment.</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.</p>	<p>USA Baseball revised and updated the links in its Athlete Safety Policy in November 2017 to address the recommendation.</p>
Implemented	<p>USA Baseball must formally create and/or update their SafeSport-related content to document a formal SafeSport policy that can be made available to all stakeholders, which complies with the Athlete Safety Standards.</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.</p>	<p>USA Baseball revised its Athlete Safety Policy in November 2017 to address the recommendation.</p>
In Process	<p>USA Baseball 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. The USA Baseball must consistently track and verify criminal background checks and education and training requirements are met for all Required Individuals. USA Baseball 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>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.</p>	<p>USA Baseball is working to ensure all required individuals are in compliance with its updated Athlete Safety Policy and expect full compliance prior to the first on-field interaction with athletes.</p>

Follow-up Status	Recommendation	Management Response	Follow-up Action
Implemented	USA Baseball must update its SafeSport-related documentation and administrative materials to apply to (1) USA Baseball employees; (2) athletes USA Baseball designates for the USADA required testing pool (RTP); and (3) individuals USA Baseball formally authorizes, approves or appoints (a) to a position of authority over, or (b) to have frequent contact with athletes to comply with the Athlete Safety Standards.	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.	USA Baseball revised its Athlete Safety Policy in November 2017 to address the recommendation.
Implemented	USA Baseball'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.	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.	USA Baseball revised its Athlete Safety Policy in November 2017 to address the recommendation.