
United States Olympic Committee
Audit Division



Report for:
United States Tennis Association

Follow-up on:
SafeSport Audit

Dated:
January 26, 2018



January 26, 2018

Gordon Smith
Executive Director
United States Tennis Association

Dear Gordon,

During the second and third quarter of 2017, Baker Tilly Virchow Krause (Baker Tilly) performed a SafeSport audit of the United States Tennis Association (USTA). The purpose of the follow-up review is to report on the status of recommendations from the SafeSport audit of USTA dated October 2017. Our methodology was limited to communication with USTA 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 both recommendations were implemented and are considered closed. USTA was prompt to implement the two recommendations in the SafeSport audit.

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

Sincerely,

Bridget Toelle, CPA, CIA
Senior Director, Audit

Ellen Senf
Staff Auditor

cc: Scott Blackmun
Rick Adams
Gary Johansen
Chris McCleary

Katrina Adams
Lauren Tracy



SafeSport Follow-up Report

United States Tennis Association

Follow-up Status	Recommendation	Management Response	Follow-up Action
<p>Implemented</p>	<p>USTA 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. USTA must consistently track and verify education and training requirements are met for all required individuals. USTA should review the testing results and require all necessary individuals to complete the necessary requirements (i.e., education and training).</p>	<p>In regard to the education and training, since the current SafeSport training platform cannot integrate to the USTA registration and tracking systems, much of the tracking and oversight for the 18,000 USTA users must be managed manually. On November 6, 2017, the U.S. Center for SafeSport is expected to release its new learning management system which will provide the USTA the first opportunity to integrate the online training and education into the USTA's existing registration and relevant member management systems, including an automated verification functionality. Once linked, the USTA is confident that education and training requirements will be tracked more efficiently, leading to greater compliance. Until the integration occurs, the USTA will continue to actively communicate and follow-up with those individuals who have not completed the education module. We agree with the recommendation and will respond to the USOC with a detailed plan to ensure compliance with the current NGB Athlete Safety Policy.</p>	<p>USTA has implemented a process to ensure all required individuals complete SafeSport education and background checks before they have contact with athletes.</p>

Follow-up Status	Recommendation	Management Response	Follow-up Action
Implemented	<p>USTA must update their SafeSport-related documentation and administrative materials to include the policy applies to athletes USTA designates for the USADA required testing pool (RTP). 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 position of authority over, or (b) to have frequent contact with athletes."</p>	<p>The USTA's Membership Terms and Conditions for all members (athlete or otherwise) provides notice that members are subject to the USADA Protocol and Safe Sport Policies. The Athletes the USTA designates to participate on behalf of the USA in international competition (and accordingly designates as subject to the USADA required testing pool) are professional tennis players who may not hold a USTA membership and therefore may otherwise be outside of the USTA's jurisdiction. To the extent the USTA has authority over these individuals (during international team competitions), USTA agrees to make clear that by dint of their participation, these individuals are subject to the SafeSport policies. We agree with the recommended action of providing stronger communication to Elite Athletes participating in international competition and will suggest the following language be included in materials such as the Olympic package sent to USA Team members: "The USTA is required by the USOC to make its Team USA Members subject the USTA's SafeSport related policies, as described on the USTA website. The USTA will respond to the USOC with a detailed plan to ensure compliance with the current NGB Athlete Safety Policy."</p>	<p>USTA updated their SafeSport related documentation and related materials in November 2017 to address the recommendation.</p>