

---

# United States Olympic Committee

## Audit Division



---

**Report for:**  
**USA Rugby**

**Follow-up on:**  
**SafeSport Audit**

**Dated:**  
**February 13, 2018**



February 13, 2018

Dan Payne  
Chief Executive Officer  
USA Rugby

Dear Dan,

During the second and third quarter of 2017, Baker Tilly Virchow Krause (Baker Tilly) performed a SafeSport audit of USA Rugby (Rugby). The purpose of the follow-up review is to report on the status of recommendations from the SafeSport audit of Rugby dated October 2017. Our methodology was limited to communication with Rugby 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 have been implemented and are considered closed. Rugby 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

Will Chang  
Kurt Weaver



## SafeSport Follow-up Report

USA Rugby

Follow-up Status	Recommendation	Management Response	Follow-up Action
<p><b>Implemented</b></p>	<p>USA Rugby 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. USA Rugby must consistently track and verify criminal background checks and education and training requirements are met for all required individuals. Rugby 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 Rugby has implemented a process to ensure all required individuals complete SafeSport education and background checks before they have contact with athletes.</p>
<p><b>Implemented</b></p>	<p>USA Rugby 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.</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 Rugby revised its SafeSport Handbook to address the recommendation.</p>