
United States Olympic Committee

Audit Division



**Report for:
USA Softball**

**2nd Follow-up on:
SafeSport Audit**

**Dated:
July 12, 2018**



July 12, 2018

Craig Cress
Executive Director
USA Softball

Dear Craig,

The USOC Internal Audit Division continued to follow-up on the status of recommendations from the SafeSport audit of USA Softball dated October 2017. The Follow-up Report dated February 2018 reported one in process recommendation related to ensuring all required individuals completed SafeSport education before contact with athletes. USA Softball implemented a process to address the outstanding recommendation. All recommendations were implemented and are considered closed.

We thank you and your staff for assisting in the 2nd follow-up review.

Sincerely,

Bridget Toelle, CPA, CIA
Senior Director, Audit

Ellen Senf
Staff Auditor

cc: Susanne Lyons John Gouveia
 Rick Adams Steve Walker
 Gary Johansen
 Chris McCleary



SafeSport 2nd Follow-up Report

USA Softball

Follow-up Status	Recommendation	Management Response	Follow-up Action
<p>Implemented</p>	<p>USA Softball must update their SafeSport-related documentation and administrative materials to include a grievance process as documented in the Athlete Safety Standards.</p>	<p>USA Softball agrees to update its governing documents to include and further refine a grievance and disciplinary process for SafeSport-defined grievances. USA Softball will set forth and administer its own grievance and disciplinary process for: (a) all non-covered individuals against whom any type of complaint is alleged; and (b) for all Covered Individuals against whom a complaint other than a complaint for sexual misconduct has been alleged. All complaints alleging sexual misconduct against Covered Individuals will be referred to the Center for SafeSport for administration.</p>	<p>USA Softball updated its education and training SafeSport-related documentation and administrative materials to address the recommendation.</p>
<p>Implemented</p>	<p>USA Softball 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 Softball must consistently track and verify criminal background checks and education and training requirements are met for all Required Individuals. USA Softball 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>USA Softball agrees to require that all individuals that the NGB formally authorizes, approves, or appoints (a) to a position of authority over, or (b) to have frequent contact with athletes, shall be required to (i) complete a criminal background check; and (ii) complete SafeSport educational training. In evaluating the Report and its requirements, USA Softball has determined that USA Softball's "Covered Individuals" for purposes of SafeSport compliance are as follows: Covered Individuals 1. National Office Staff 2. National Teams, including: a. Staff b. Coaches c. Players d. Athletic Trainers e. Medical Personnel f. Umpires</p>	<p>USA Softball has implemented a process to ensure all required individuals complete SafeSport education before they have contact with athletes.</p>

Follow-up Status	Recommendation	Management Response	Follow-up Action
		<p>appointed by the NGB to national championship events or international events</p> <p>3. Local Association Softball Officials, including: a. Board of Directors b. Commissioners appointed by the NGB c. JO Commissioners appointed by the NGB Commissioners d. Player Representatives appointed by the NGB Commissioners e. Umpires-In-Chief appointed by the NGB Commissioners f. National Championship Tournament Directors appointed by the NGB or NGB Commissioners</p> <p>4. A.C.E. Program Coaches of the NGB's Local Association Members</p>	
Implemented	<p>USA Softball'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.</p>	<p>USA Softball will adopt and implement policies consistent with SafeSport requirements as to education training and background checks for USA Softball's covered individuals.</p>	<p>USA Softball updated its education and training SafeSport-related documentation and administrative materials to address the recommendation.</p>
Implemented	<p>USA Softball'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.</p>	<p>For those individuals the NGB formally authorizes, approves, or appoints to a position of authority over athletes or to have frequent contact with athletes, USA Softball will apply its policies to all such persons consistent with SafeSport's requirements and regardless of whether the athletes involved are minors or not.</p>	<p>USA Softball updated its background check and SafeSport-related documentation and administrative materials to address the recommendation.</p>