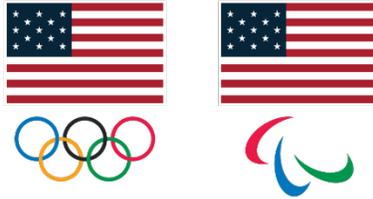

United States Olympic & Paralympic Committee

Audit & Organizational Advancement



Report for:
United States Olympic & Paralympic Committee

2nd Follow-up on:
Baker Tilly SafeSport Audit

Dated:
March 10, 2020



**UNITED STATES
OLYMPIC & PARALYMPIC
COMMITTEE**
1 Olympic Plaza
Colorado Springs, CO 80909

March 10, 2020

Sarah Hirshland
Chief Executive Officer
United States Olympic & Paralympic Committee

Dear Sarah,

In October 2017, Baker Tilly Virchow Krause (Baker Tilly) issued a SafeSport audit of the United States Olympic & Paralympic Committee (USOPC) that included recommendations. The purpose of this follow-up review is to report on the status of recommendations that were considered in process on the Follow-up Report issued on July 17, 2018 by our Department. As indicated below, the recommendations are now implemented or closed.

Important to note, as of September 13, 2019, the USOPC Board approved the revised NGB and HPMO Athlete Safety Policy. Auditing of the U.S. Center for SafeSport's (Center) athlete safety requirements now fall under the jurisdiction of the Center.

Sincerely,

The Audit & Organizational Advancement Department

cc: Wendy Guthrie
Nicole Deal
Rick Adams
Chris McCleary



Baker Tilly SafeSport 2nd Follow-up Report

Unite States Olympic & Paralympic Committee

Follow-up Status	Testing Recommendation	Management Response	Follow-up Action
Closed	<p>Games, Medical Staff, and Paralympics 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. Games, Medical Staff, and Paralympics must consistently track and verify education and training requirements are met for all required individuals.</p>	<p>We agree with the condition and recommendation. Before the audit report was issued and on its own initiative, the USOC updated its Athlete Safety Policy to require individuals it formally authorizes, approves, or appoints (a) to a position of authority over or (b) to have frequent contact with athletes to complete safe sport awareness training and education. Additionally, the USOC implemented processes to track and verify all required individuals take safe sport training and education for Games, Medical Staff and Paralympics.</p>	<p>As of September 2019, the USOPC will no longer audit these requirements as they will be audited by the Center. Since this recommendation now falls under the jurisdiction of the Center, the fulfillment of this recommendation cannot be determined by the USOPC and is now considered closed.</p>

Follow-up Status	Process Recommendation	Management Response	Follow-up Action
<p style="text-align: center;">Implemented</p>	<p>The USOC should consider updating the Athlete Safety Standards to indicate the policy applies to athletes and include requirements for athlete-specific criminal background checks and education and training.</p> <p>If there are concerns related to requiring athletes to undergo background checks, then we suggest that athletes, whether they are adults or minors, are required to disclose any misdemeanors and felonies committed to allow the NGB/HPMO to determine what action to take and hold athletes accountable if an incident is revealed that they have not disclosed.</p> <p>Additionally, if the USOC determines that the Athlete Safety Standards should not include athletes, then it should address athlete peer to peer abuse, criminal background checks, and education and training in a separate standard that NGBs/HPMOs will be required to comply.</p>	<p>We agree with the condition and believe the recommendation will provide clarity for the NGBs and HP MOs. The USOC intends to conduct a review of the NGB Athlete Safety Policy in 2018.</p>	<p>As of December 13, 2019, the USOPC adopted a Background Check Policy that applies to the Board of Directors, USOPC staff, Responsible Sports Organizations, and Others as defined in the policies. These policies include athlete-specific criminal background checks.</p> <p>As stated in the previous recommendation, the Center has jurisdiction over the education and training athlete safety requirements.</p> <p>The recommendation is now considered implemented.</p>