

**UNITED STATES OLYMPIC AND PARALYMPIC COMMITTEE
CERTIFICATION REVIEW GROUP**



**Certification Renewal Recommendation Report for
USA Roller Sports**
September 14, 2022



**UNITED STATES
OLYMPIC & PARALYMPIC
COMMITTEE**

USA Roller Sports Certification Renewal Executive Summary

In January 2021, the United States Olympic and Paralympic Committee (USOPC) Certification Review Group (CRG), in accordance with the USOPC's NGB Certification Policy, began a certification renewal review of USA Roller Sports.¹ Shortly thereafter, the CRG placed USA Roller Sports' certification review on hold to allow the NGB to address several issues which prevented the CRG from making a positive recommendation on the NGB's certification at that time. The certification review resumed in June 2022 and the CRG has since completed its evaluation of USA Roller Sports. Now, based on input from CRG members, USA Roller Sports' successful efforts to address NGB Audit's Consultative Review findings,² and USA Roller Sports' resolution of the issues raised in the USOPC's Letter of Concern, the CRG recommends a certification status of Renewal in Good Standing.

By way of background, as a result of serious concerns identified in the CRG's initial discussions of USA Roller Sports' certification renewal in January 2021, the CRG paused its certification review and placed USA Roller Sports into a Compliance Review status. NGB Compliance sent a Letter of Concern to USA Roller Sports in March 2021 detailing its concerns with the NGB's governance and managerial capabilities, financial capabilities, and sport performance. In addition to these concerns, the Consultative Review conducted by the USOPC's NGB Audit team in October 2020 found that USA Roller Sports' bylaws and several of its policies needed revisions to meet the NGB Compliance Standards.

In June 2022, following extensive work by USA Roller Sports to resolve the issues raised by the Letter of Concern and the Consultative Review, the CRG resumed its review and found that the organization is now meeting the USOPC's NGB Compliance Standards in the five core areas of evaluation for certification: Governance and Compliance, Financial Standards and Reporting Practices, Athlete Protections and Rights, Sport Performance, and Operational Performance.

In its discussions of USA Roller Sports' interactions with the USOPC, the CRG did not identify significant operational concerns or cultural issues that raised significant concern or would prevent the organization's continued certification. Overall, in the areas in which CRG members had interacted with USA Roller Sports, the CRG had a favorable view of its operations and spoke positively about the improvements the organization made during the period between the CRG's initial conversations and its final review.

As a result of this review, the CRG recommends that USA Roller Sports be granted a certification status of Renewal in Good Standing for a certification term ending in 2025.

¹ See Appendix for more information about the certification process, including a link to the NGB Certification Policy.

² See Appendix for additional information about NGB Audit's Consultative Review and how it differed from a full audit.

Organizational Overview

The United States Amateur Confederation of Roller Skating, doing business as USA Roller Sports, is the USOPC-certified NGB for competitive roller sports, including freestyle and speed skating, in the United States and is one of the United States' members of World Skate, the international federation for competitive roller sports. USA Roller Sports' mission is "to develop, promote, educate and grow Roller Sports at all levels and to enable athletes to achieve sustained competitive excellence in domestic and international competitions."³ USA Roller Sports counts 374 registered skating clubs and over 6,600 individual members among its ranks.⁴

Certification History

USA Roller Sports was originally certified in January 2021.⁵ The CRG's certification review was initiated based on USA Roller Sports' scheduled quadrennial certification review in 2021, but the review did not conclude until August 2022 due to the CRG pausing the review when severe deficiencies in USA Roller Sports' performance as an NGB were identified and it entered Compliance Review status, as outlined in the NGB Certification Policy.

Certification Exceptions⁶

USA Roller Sports did not request any exceptions from the NGB Compliance Standards during its certification review.

Athlete Representation Approval and Exceptions⁷

USA Roller Sports did not request any exceptions from the athlete representation requirements of the NGB Compliance Standards from the Athlete Representation Review Working Group.

Certification Review⁸

Governance and Compliance

The CRG determined that USA Roller Sports is fulfilling the Governance and Compliance-related responsibilities of an NGB. USA Roller Sports has adopted and enforces all required policies; has made these policies publicly available on its website; and has defined procedures to address violations of these policies. USA Roller Sports was not the subject of any compliance-related complaints filed with the USOPC's Dispute Resolution Unit in the four-year review period.

USA Roller Sports made significant progress during the review period to reach this level of compliance. In March 2021, the USOPC's NGB Compliance team sent a Letter of Concern that detailed, among other issues, concerns with USA Roller Sports' governance, including USA Roller Sports' failure to address conflicts of interest and its board's governance practices.

Between March 2021 and May 2022, USA Roller Sports worked with NGB Compliance to demonstrate that it had resolved these concerns. USA Roller Sports provided additional training to its board concerning conflicts of interest to ensure adequate understanding of the need to disclose conflicts and how they are managed. USA Roller Sports also created a new procedure for the review of conflict disclosure forms to ensure that all forms are shared with its Compliance, Ethics, and Eligibility Committee. USA Roller Sports

³ [USA Roller Sports Facts and Figures](#)

⁴ *Id.*

⁵ Refer to the Appendix for additional details on the initial certification.

⁶ Refer to the Appendix for additional details on exception requests to the NGB Compliance Standards.

⁷ Refer to the Appendix for additional details on athlete representation exception requests.

⁸ Refer to the Appendix for additional details on the review standards and process for information related to NGB Audit's Consultative Review of USA Roller Sports.

provided additional information about its board's oversight functions and the new board leadership's initiatives to broaden full board participation to improve governance practices. NGB Compliance was satisfied that USA Roller Sports made substantial progress on the governance-related concerns listed in the Letter of Concern and affirmed that the concerns were resolved in June 2022.

NGB Audit identified areas for improvement related to USA Roller Sports' bylaws, finding that the bylaws were missing some required language, including board responsibilities for athlete safety policies and procedures, election and selection procedures for board members, athlete representation requirements and the definition of independent perspective for board members, among other missing elements. USA Roller Sports revised its bylaws to address these issues, and the USA Roller Sports Board of Directors approved the changes on May 1, 2022.

NGB Audit also found that USA Roller Sports' code of conduct and conflict of interest policy required updates to include missing elements required by the NGB Compliance Standards. Additionally, USA Roller Sports did not have a gifts and entertainment policy in place at the time of the Consultative Review. USA Roller Sports revised its existing policies to include required elements and drafted a compliant gifts and entertainment policy, all of which were approved by the USA Roller Sports Board of Directors and published in the first quarter of 2022. By taking these actions, USA Roller Sports resolved all of its open audit findings in the Governance and Compliance area of evaluation.

The CRG received athlete feedback from USA Roller Sport athletes about the NGB's performance in this area. Athlete feedback indicated that new leadership has been responsive to athlete concerns and that communication from the NGB to athletes is good and continues to improve. Athlete representation opportunities are available, but athlete feedback indicated that it has been a challenge to recruit athletes who both qualify and are willing to serve to fill all open athlete representative positions. The CRG notes that recruiting issue is not uncommon among NGBs.

Financial Standards and Reporting Practices

The CRG also concluded that USA Roller Sports is fulfilling its obligations related to its Financial Standards and Reporting Practices.⁹ USA Roller Sports demonstrates financial transparency; maintains audited accounting records; and makes its tax documentation and financial statements publicly available on its website.

NGB Compliance's Letter of Concern requested information regarding USA Roller Sports' perceived financial instability. USA Roller Sports provided NGB Compliance with additional information about its finances, including new revenue generation, and demonstrated improvement in its financial position to resolve the concerns. Though this matter is considered resolved, NGB Compliance will continue to monitor USA Roller Sports' finances for the remainder of 2022 for leading indicators of any backsliding in the organization's progress toward financial stability so new concerns can be addressed promptly.

NGB Audit found that USA Roller Sports' financial policy manual required updates to include policy guidance for contract requirements. USA Roller Sports revised its policy manual to include this missing content in January 2022. NGB Audit also found that the bylaws for USA Roller Sports' associated foundation were not published as required, but in July 2021, NGB Audit validated that USA Roller Sports published them on the organization's website to resolve this finding and meet the NGB Compliance Standards.

Athlete Protections and Rights

USA Roller Sports has complied with all applicable athlete safety and U.S. Center for SafeSport (the Center) requirements and maintained athlete safety and anti-doping policies. The USOPC is not aware of any cases it has received in the past four years concerning USA Roller Sports that should have been reported to the Center but were not reported in accordance with the Center's reporting requirements. For its part, the

⁹ As noted in the Appendix, the NGB Audit team did not test USA Roller Sports' financial controls or procedures as part of the Consultative Review process.

USOPC has reported all matters to the Center relating to USA Roller Sports that the USOPC was required to report.

The CRG reviewed USA Roller Sports' most recent Administrative Audit from the Center that was conducted in September 2021¹⁰. The Center found that USA Roller Sports' Communication and Reporting was not fully compliant because the SafeSport reporting page on its website did not include required language about the types of violations that could be reported or a link to the organization's grievance reporting form. The Center also found that USA Roller Sports was not sufficiently tracking training completion for all required individuals. Based on the Corrective Actions Update issued in January 2022,¹¹ USA Roller Sports completed the corrective actions it agreed upon with the Center to resolve these findings and the Center confirmed USA Roller Sports' full compliance.

NGB Audit found that USA Roller Sports' background check policy required minor updates to include missing required elements and that USA Roller Sports' bylaws did not include the specific anti-doping language required by the NGB Compliance Standards. USA Roller Sports revised both its background check policy and the anti-doping language in its bylaws to resolve these findings and reach full compliance.

Sport Performance

USA Roller Sports is fulfilling its obligations in Sport Performance. According to representatives from the USOPC's Sport Performance team, USA Roller Sports is striving for improvement and making good faith efforts to improve its Sport Performance programs.

NGB Compliance's Letter of Concern included concerns that the USOPC received from individuals involved with a roller sport discipline on the program of the Pan American Games that their sport was not well-served by its affiliation with USA Roller Sports. USA Roller Sports demonstrated that it had sport-specific committees and guidelines in place that are effective for its high performance programs. NGB Compliance was satisfied with USA Roller Sports' program and in its new management team's administration of the program.

Operational Performance

USA Roller Sports, after remediation, demonstrates the managerial capacity to administer its sport, maintains adequate insurance to manage its risk, and maintains adequate grievance procedures and a whistleblower and anti-retaliation policy, thereby fulfilling its Operational Performance obligations.

NGB Audit found that USA Roller Sports' whistleblower and anti-retaliation policy and grievance procedures were missing elements required by the NGB Compliance Standards in the Consultative Review. USA Roller Sports revised its whistleblower and anti-retaliation policy and published a version that fully meets the NGB Compliance Standards in March 2022. USA Roller Sports revised the grievance procedure section of its bylaws to include the previously missing elements and the revised bylaws were adopted by the USA Roller Sports Board of Directors in May 2022.

USA Roller Sports developed a Diversity, Equity, and Inclusion Action Plan for the 2021-2024 quadrennium that meets the NGB Compliance Standards. The action plan includes details about USA Roller Sports' addition of two new sport disciplines, Culture Roll and Wheelchair Roller Hockey, to its programming to better engage with minoritized communities. In particular, USA Roller Sports is seeking to increase engagement with Black athletes and athletes with disabilities.

Conclusion

The CRG has concluded that USA Roller Sports is performing satisfactorily overall based on input from CRG members and its work to address the findings of NGB Audit's 2020 Consultative Review and concerns

¹⁰ [US Center for SafeSport Administrative Audit Report – USA Roller Sports](#), September 30, 2021.

¹¹ [U.S. Center for SafeSport Corrective Actions Update – USA Roller Sports](#), January 5, 2022.



raised by NGB Compliance. USA Roller Sports fully addressed all deficiencies identified in the Consultative Review, resolved the concerns raised in NGB Compliance's Letter of Concern, and there are no outstanding areas of concern affecting its certification status. Accordingly, the CRG recommends that USA Roller Sports' certification as a member organization of the USOPC be renewed with a certification status of Renewal in Good Standing.

Appendix

Certification Renewal Process

The USOPC believes in a culture of strong governance, ethics, and compliance among the NGBs that, as member organizations of the USOPC, make up the Olympic and Paralympic movement. Recent amendments to the Ted Stevens Olympic and Amateur Sports Act, which became law in late 2020, require the USOPC to certify NGBs¹². The USOPC determined that as of January 1, 2021, all member organizations would be certified and their certifications would be reviewed for renewal on a rolling basis every four years.¹³

Governed by the USOPC's [NGB Certification Policy](#), the NGB certification review process is supported by a cross-functional body of professionals at the USOPC, the Certification Review Group (CRG), who interact with NGBs in their day-to-day work. These professionals evaluate an NGB's operations across multiple functional areas to provide a holistic review of an NGB's performance and culture.¹⁴ In addition to enumerated standards for NGB performance described in the Act, the Bylaws, and the USOPC's [NGB Compliance Standards](#), the CRG considers departmental observations about an NGB's operations that may not be identified in a formal audit scenario but are relevant to consider when evaluating an NGB's overall performance.

Certification Standards, Exceptions, and Review Components

As described in Section 8.4.1 of the [USOPC Bylaws](#), NGBs must satisfy certification requirements in five core areas: Governance and Compliance, Financial Standards and Reporting Practices, Athlete Protections and Rights, Sport Performance, and Operational Performance. The USOPC Implementation Guide for NGB Compliance Standards provides NGBs with specific guidance for how they will be evaluated in each of these core areas.

Section 8.4.2 of the USOPC Bylaws permits an NGB to submit a request for limited exceptions to any of the NGB Compliance Standards which, as a result of its overall structure or other extenuating circumstances, cannot or need not be reasonably met. The CRG evaluates all requests received and grants or denies such limited exceptions.

In addition to outlining the requirement that all NGBs receive approval for committees that are considered Designated Committees, various provisions of Section 8.5 of the USOPC Bylaws permit NGBs to seek exceptions related to minimum athlete representation requirements on boards and committees. The Athlete Representation Review Working Group evaluates and approves or denies all requests made under Section 8.5.

Consultative Reviews

The [NGB Compliance Standards](#) were published in 2020. NGBs were not required to fully comply with the NGB Compliance Standards until January 1, 2022.

To provide time for NGBs scheduled for certification renewal in 2021 to fully comply with the NGB Compliance Standards, the NGB Audit team conducted Consultative Reviews for those NGBs rather than a full audit, which typically includes testing and more detailed reviews of financial controls and use of USOPC grant money. The Consultative Reviews assessed the NGBs' policies and procedures to assist them in focusing on areas reviewed under the NGB Compliance Standards in preparation for the certification renewal process.

¹² See §220521(a) of the Ted Stevens Olympic and Amateur Sports Act.

¹³ [NGB Certification Policy](#), Section 1.

¹⁴ The CRG uses a four-year lookback period during its review process.



NGB Audit completed a Consultative Review of USA Roller Sports in October 2020. Unless otherwise noted, references to NGB Audit's assessment of USA Roller Sports' performance are derived from this Consultative Review.