



September 25, 2017

To our USATT members and other key stakeholders,

It has been since last February when we last communicated about the SafeSport initiative and updated compliance procedures (here is a link to the letter I sent, which is also on our USATT SafeSport page - <http://www.teamusa.org/usa-table-tennis/usatt/safesport>). Since then, Dennis and I, along with USATT Headquarters staff, have been engaged "behind the scenes" on a near-daily basis in managing the complex educational and compliance issues of the mandate.

We would like to first reiterate something from the February letter that we believe to be of the utmost importance – **it is USATT's obligation to provide a safe and trusted environment for our athletes and members.** While our compliance with the mandates of the USOC, the US Center for SafeSport (USCSS), and our insurance carrier are important, we cannot let it distract us from the underlying principal that SafeSport is necessary because *it is just the right thing to do.*

As we write you today, USATT is in a much better position to protect our athletes than we were in February, and a world apart from where we were in 2014 when the SafeSport initiative was first introduced.

As you might remember, in February USATT set forth an aggressive timeline to enforce our new SafeSport standards, with the expectation that we would be fully-compliant by July 1, 2017. With that said, we have fallen short of that goal on some levels, most notably in our inability to get all of our club owners, tournament directors, officials, and coaches to comply with our testing and educational requirements.

We would be remiss not to note that we encountered several problems in managing and monitoring compliance to this point, including:

- A general apathy from certain segments of our community regarding the importance of SafeSport;
- Data storage related issues (e.g., certain members who did not want to engage in the background check because our background check contractor, FirstAdvantage, stores their social security numbers);
- Several data-related issues, most notably that certain certifications (in particular, coaches and officials) do not expire; therefore, many of the people included in our initial list as "covered individuals" have not functioned in compliance-demanding roles in several years. As a result, the denominator of the compliance fraction was grossly inflated;
- Many uncertified coaches are currently employed or coach privately in USATT-sanctioned clubs, making compliance enforcement more challenging; and
- USATT did not maintain accurate or current records on club owners and tournament directors.

Despite those obstacles, our team continues to make SafeSport a top priority, and towards that end:

- Our membership database now includes a "SafeSport Compliance" field, and only "covered individuals" who have passed our SafeSport mandate appear as coaches, umpires, or referees on our website;
- USATT staff have continued to send reminder emails (along with specific instructions) to the list of "covered individuals" who are not yet compliant; and
- USATT has hired an additional administrative support staff member whose sole task is to assist with the compliance mandate through the end of the year.

In addition:

- 100% of USATT's Board of Directors is fully compliant;
- 100% of USATT's staff is fully compliant;
- 100% of coaches listed on USATT's website are fully compliant; and
- 100% of officials listed on USATT's website are fully compliant; and
- 75% of USATT's committee members are fully compliant

At this point, our primary task is to ensure that we are proactively communicating with our community of "covered individuals" to ensure that the necessary information is properly distributed and those individuals understand the ramifications of non-compliance.

Over the course of the next three months, we will be vigorously working to continue our compliance efforts. Towards that end, as of January 1, 2018:

- Non-compliant officials will no longer be able to work at USATT-sanctioned events;
- Non-compliant coaches will no longer be able to work in USATT-sanctioned clubs;
- Non-compliant tournament directors and/or clubs will no longer be eligible to host USATT-sanctioned tournaments.

To be clear, these are firm, not aspirational, commitments. In order to receive instructions on how to become SafeSport compliant, either visit our website (<http://www.teamusa.org/usa-table-tennis/usatt/safesport>) or email [Andrew.Horn@usatt.org](mailto:Andrew.Horn@usatt.org).

The USATT board, along with the USOC, the USCSS, and our insurance carrier have been continually apprised of matters relating to our SafeSport compliance and have been helpful in providing guidance and assistance when requested. In addition, the Clubs Committee and the Sanctioning Coordinators are working to help design enforcement protocols.

**We are collectively committed to making every effort to ensure that USATT provides a safe and trusted environment for all involved in our great sport.**

Please feel free to contact us if you have any further questions, comments or concerns.

Respectfully,

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