



## Ropes & Gray Report: U.S. Olympic Committee's Reforms Fact Sheet

### USOC's Commitment to Athlete Safety

The United States Olympic Committee is firmly committed to implementing reforms and initiatives across the entire U.S. Olympic and Paralympic community to better protect, support and empower America's athletes. In 2018, the USOC made significant progress to strengthen safeguards for all athletes, and its collective work in this area must never cease. The USOC also enacted significant changes in leadership in 2018, including hiring a new CEO with no prior involvement in the Olympic and Paralympic community to ensure fresh perspective and drive systemic cultural change.

#### Institutionalizing Safe Sport & Athlete Safety Programs

- The USOC has **doubled its annual funding of the U.S. Center for SafeSport**, enabling the agency to hire additional investigators and staff, improve the speedy resolution of cases, enhance ongoing communication for survivors and their families, provide age-appropriate training on recognizing and preventing abuse, and offer improved and more accessible resources via SafeSport.org.
- The USOC is working with the Center to investigate **a case management system to track grievances** (including non-sexualized cases of bullying and harassment) that will be accessible and integrated with data from the USOC, National Governing Bodies and the Center.
- The USOC is supporting the Center's effort to create **a comprehensive information resource** on banned and suspended individuals across the USOC, NGBs and the Center. That database will be active in the first quarter of 2019.
- The USOC **hired a vice president of athlete safety** in May 2018 to ensure best practices are regularly reviewed, and athletes and survivors are fully supported. This position replaced the director of ethics and safe sport that was originally created in April 2011.
- In November 2018, the USOC's Coalition for the Prevention of Illness and Injury in Sport partnered with Highmark Health and the American College of Sports Medicine to host the Summit on Sexual Abuse in Sport. The Summit convened more than 100 sports medicine professionals, NGB, NCAA and International Olympic Committee representatives, as well as local and national law enforcement to discuss prevention and management of abuse in sport.
- In the first quarter of 2019, the USOC will begin implementing a new background check policy that outlines minimum standards for all member NGBs, Paralympic Sport Organizations and High-Performance Management Organizations to adopt as part of their background check requirements. The new policy identifies background check search components, inclusion of who is required to complete a background check, and offenses that may disqualify an individual from affiliation and/or participation in the U.S. Olympic and Paralympic movements.

#### Athlete Advocacy

- **The Athlete Safety Policy**, which applies to all USOC members – including employees, coaches, contracted staff, volunteers, and board, committee and task force members – will be further reviewed and modified as necessary based on input from the Athletes' Advisory Council and other athlete feedback.
- The USOC realigned existing departments under a **new athlete and sport services division** to enhance efforts around athlete safety, services, engagement and communication. The new division creates separation between athlete and NGB services from high-performance initiatives, while allowing for continued alignment with needs for on-field support.
- To enhance athlete feedback and two-way communication, the USOC is preparing to host the first virtual **Athlete Town Hall** and launch a comprehensive **athlete-focused online platform** in 2019.

### Evaluating & Reforming USOC Engagement with National Governing Bodies and Athletes

- Beginning June 2018, the USOC **requires NGBs to disclose all ongoing investigations, unresolved grievances and ethics complaints and suspended members** who are not submitted to the U.S. Center for SafeSport.
- The USOC **has chartered an Athlete & NGB Engagement Commission** and selected Time's Up CEO and former WNBA president Lisa Borders as chair. The commission will review how the USOC interacts with and oversees the 50 diverse NGBs, and how it can better engage with the athletes it serves.
- The USOC board is forming an **Athlete & NGB Engagement Committee** with the aim of providing guidance in addressing the issues of greatest importance and concern to athletes and NGBs.
- To ensure NGBs comply with conditions of USOC membership, the USOC conducts **annual compliance reviews and is increasing the frequency of audits**. The USOC expanded its audit and compliance division – and scope – in 2018 and began publishing NGB compliance reports to ensure increased transparency. In 2019, compliance reports for all 50 NGBs will be available publicly at TeamUSA.org.
- In 2018, the USOC doubled its staffing and expanded resources for the Athlete Ombudsman's office, which offers confidential, independent advice to athletes seeking guidance on conflict and dispute resolution.

### Reforming USA Gymnastics

- The USOC worked closely with USA Gymnastics to **try to stabilize the organization** and create a more safe and supportive training environment for its athletes.
- The USOC determined that the challenges facing USA Gymnastics are simply more than it is capable of overcoming in its current form. For this reason, the USOC began the process of **revoking USA Gymnastics' recognition as the NGB for gymnastics** in the United States.