
United States Olympic & Paralympic Committee

Audit & Organizational Advancement



Report for:
USA Gymnastics

Review of:
2019 Compliance Checklist

Dated:
November 1, 2019



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

November 1, 2019

Li Li Leung
Chief Executive Officer
USA Gymnastics

Dear Li Li,

Enclosed is the United States Olympic and Paralympic Committee's (USOPC) report on the 2019 Compliance Checklist for USA Gymnastics (USAG). We want to express our appreciation for the time you and your staff spent completing the Checklist and providing documents during the review.

USAG was compliant as it specifically relates to the compliance checklist report for the questions outlined below in the following areas: governance/managerial; financial capability; due process and athlete representation; athlete safety; and anti-doping. There was initially one deficiency identified in athlete safety, however, with updates to the policy, USAG cured this deficiency and is now fully compliant.

The report will be presented to the USOPC Athlete and NGB Engagement Committee and be made available on TeamUSA.org. We hope you found the review process to be helpful. If you have any suggestions, please do not hesitate to share them with us.

Sincerely,

Bridget Toelle, CPA, CIA
Vice President
Audit & Organizational Advancement

Rich Wright
Staff Auditor

cc: Rick Adams Chris McCleary Kathryn Carson
Wendy Guthrie Denise Parker Paul Ruggeri
Onye Ikwuakor



2019 COMPLIANCE CHECKLIST REPORT

USA Gymnastics

OBJECTIVE AND SCOPE

The objective of the review is to verify USAG is in compliance with key elements of the Ted Stevens Olympic and Amateur Sports Act, the USOPC Bylaws and certain USOPC policies, in order to demonstrate ongoing commitment to the values and requirements of membership in the USOPC. The scope includes the 2019 Compliance Checklist certified by USAG and the supporting documents provided by USAG. Compliance Checklist procedures are designed to verify that certain NGB policies are in place. This Compliance Checklist does not conclude on the effectiveness of any policies reviewed. Additional audit procedures are completed on select NGBs each year to verify various policies and processes are being followed.

The following chart shows all the requirements in the Compliance Checklist and corresponding status for USAG. For any deficiencies, see the explanations and action plans after the chart.

	Question	Status
Governance/Managerial		
1	Do you have a code of conduct for your employees, members, board of directors and officers?	Compliant
2	Do you have a strategic plan that is capable of supporting athletes in achieving sustained competitive excellence, and in growing the sport?	Compliant
3	Do you have your current bylaws posted on your website?	Compliant
4	Are you compliant with the insurance requirements as set forth in Exhibit 2 of the most recent PPA?	Compliant
5	Have you submitted, in a timely fashion, data and information on the participation of women, individuals with disabilities and racial and ethnic minorities in your athletic activities and administration?	Compliant
6	Have you submitted to the USOC for review and approval a plan to encourage the participation of men, women, individuals with disabilities and racial and ethnic minorities in your amateur athletic activities and administration?	Compliant
Financial Capability		
7	Are you recognized by the IRS as a tax-exempt organization?	Compliant
8	Are you incorporated under the laws of a state of the United States or the District of Columbia as a not-for-profit corporation?	Compliant
9	Do you have your three most recent IRS Form 990s on your website?	Compliant
10	Have you completed and posted on your website your three most recent annual audited financial statements?	Compliant
11	Do you have written financial policies and procedures?	Compliant
12	Do you have an approval and/or review process for cash disbursements?	Compliant
13	Do you provide frequent (monthly or quarterly) financial statements to your board or designated committee?	Compliant
14	Do you have a board-approved annual budget?	Compliant
15	Have you spent USOC funds as required by the funding agreements in the previous 12 months?	Compliant

16	Do you maintain accurate accounting records in accordance with accounting principles generally accepted in the USA (GAAP)?	Compliant
Due Process and Athlete Representation		
17	Do you provide procedures for the prompt and equitable resolution of grievances of your members?	Compliant
18	Do your grievance procedures provide for fair notice and opportunity for a hearing to any athlete, coach, trainer, manager, administrator or official before declaring the individual ineligible to participate?	Compliant
19	Do you require at least 20% athlete representation on grievance panels?	Compliant
20	Do you have at least 20% athlete representation on your board of directors?	Compliant
21	Do you have at least 20% athlete representation on your budget committee?	Compliant
22	Do you have at least 20% athlete representation on your selection committee, which prepares, approves or implements selection of international, Olympic, Paralympic and Pan American Games team members, including athletes, coaches, administrators and sport staff?	Compliant
23	If you govern or operate a Paralympic Sport, do you have a Paralympic Sport Advisory Group that includes a combination of coaching staff, high performance staff and at least 20% Paralympic athlete representation to craft and approve selection procedures and to serve in an advisory capacity for high performance planning?	Compliant
Athlete Safety		
24	Do you have language in your bylaws that provides jurisdictions to the U.S. Center for Safe Sport?	Compliant
25	Do you have a USOC-compliant Athlete Safety Policy?	Compliant
Anti-Doping		
26	Do you inform Athletes, Athlete Support Personnel and other Persons in your sport of the USOC National Anti-Doping Policy and of the USADA Protocol?	Compliant
27	Unless otherwise agreed by USADA, at least quarterly do you provide USADA with an updated list of athletes, proposed by your NGB, to be included in the USADA RTP? With respect to each athlete on such list and such additional athletes as may be designated by USADA for inclusion in the USADA RTP, do you provide USADA with initial contact information which shall, at a minimum, include accurate residential, mailing and email addresses (if available) and phone numbers for each athlete?	Compliant
28	At least six months prior to the commencement of the most recent applicable Olympic or Paralympic Games, did you provide USADA with a list of all athletes that may have reasonably been selected to represent the U.S. in such Games?	Compliant
29	Do you have an identified staff member to act as a liaison with USADA?	Compliant

DEFICIENCIES

Do you have a USOC-compliant Athlete Safety Policy?

USAG was deemed deficient for the following:

USAG should clearly define and identify which individual members the policy applies to. The policy currently identifies general categories such as "participant" and "member", however, the required member groups are unclear. USAG should list the member groups in its policy to avoid any confusion or potential exclusion of individuals.

USAG's Safe Sport Policy, page 2 states, "USA Gymnastics reserves the right to audit Member Clubs for compliance with USAG's Safe Sport Policy", however there is no information on how USAG performs Member Club audits.

USAG Action Plan: Athlete safety is USA Gymnastics top priority, and the organization will promptly take all necessary actions to address the two issues identified above.

To address the first issue, clearly defining and identifying which individual members the policy applies to, USA Gymnastics proposes to revise its SafeSport policy to reflect in substance the changes shown in Exhibit A. USA Gymnastics welcomes feedback on these proposed changes and is open to making additional or different changes based on feedback.

Regarding the second issue, how USAG audits its Member Clubs for compliance with the USA Gymnastics Safe Sport Policy, USA Gymnastics is in the process of drafting audit procedures for this process. USA Gymnastics will complete these procedures as soon as possible, but no later than the deadline for remedying the deficiencies identified in this preliminary report.

USA Gymnastics welcomes any additional comments or observations that the USOPC has regarding USA Gymnastics Safe Sport Policy.

USOPC Status Update: USAG updated its Athlete Safety Policy to clearly identify who the policy applies to. Additionally, USAG has implemented and provided for review, an audit policy explaining how USAG conducts periodic audits for background checks and education and training compliance. Auditor verified USAG is compliant with this deficiency as of October 28, 2019.

CONCLUSION

With updates to the Athlete Safety Policy, USAG is now fully compliant with the USOPC's Compliance Checklist. The Compliance Checklist does not conclude on the effectiveness of any policies reviewed. Additional audit procedures are completed on select NGBs each year to verify various policies and processes are being followed.