
United States Olympic Committee

Audit Division



Report for:

USA Judo

Review of:

Compliance Checklist

Dated:

December 3, 2018



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Keith Bryant
Executive Director
USA Judo

Dear Keith,

Enclosed is the United States Olympic Committee's (USOC) report on the 2018 Compliance Checklist for USA Judo (Judo). We want to express our appreciation for the time you spent completing the Checklist and providing documents during the review.

Judo was compliant in the areas of governance/managerial, financial capabilities, and due process and athlete representation. The review initially identified four deficiencies related to SafeSport and anti-doping. Prior to issuance of the final report, three of the deficiencies were remedied, with one currently outstanding. There is one additional observation in the report, which has been implemented, and improves the SafeSport program.

The report will be presented to the USOC Audit Committee at its next quarterly meeting and be made available on the Team USA website. 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
Senior Director, Audit

Andrea Andrews, CIA
Principal Auditor

cc: Rick Adams Rachel Isaacs Mark Hill
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COMPLIANCE CHECKLIST REPORT

USA Judo

OBJECTIVE AND SCOPE

The objective of the review is to verify Judo is in compliance with key elements of the Ted Stevens Olympic and Amateur Sports Act, the USOC Bylaws and certain USOC policies, in order to demonstrate ongoing commitment to the values and requirements of membership in the USOC. The scope includes the 2018 Compliance Checklist certified by Judo and the supporting documents provided by Judo.

The following chart shows all the requirements in the Compliance Checklist and corresponding status for Judo. 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
Financial Capability		
4	Are you recognized by the IRS as a tax-exempt organization?	Compliant
5	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
6	Do you have your three most recent IRS Form 990s on your website?	Compliant
7	Have you completed and posted on your website your three most recent annual audited financial statements?	Compliant
8	Do you have written financial policies and procedures?	Compliant
9	Do you have an approval and/or review process for cash disbursements?	Compliant
10	Do you provide frequent (monthly or quarterly) financial statements to your board or designated committee?	Compliant
11	Do you have a board-approved annual budget?	Compliant
12	Have you spent USOC funds as required by the funding agreements in the previous 12 months?	Compliant
Due Process and Athlete Representation		
13	Do you provide procedures for the prompt and equitable resolution of grievances of your members?	Compliant
14	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
15	Do you require at least 20% athlete representation on grievance panels?	Compliant

16	Do you have at least 20% athlete representation on your board of directors?	Compliant
17	Do you have at least 20% athlete representation on your budget committee?	Compliant
18	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
SafeSport		
19	Do you have USOC SafeSport language in your bylaws that provides jurisdictions to the U.S. Center for Safe Sport?	Compliant
20	Do you have a USOC-compliant Athlete Safety Policy?	Compliant
21	Do you have a grievance process that is materially free of bias and conflicts of interest for SafeSport allegations, and includes the opportunity for review by a disinterested individual or body?	Compliant
22	Does your policy require criminal background checks, at least every two years, for those individuals that are formally authorized, approved or appointed (a) to a position of authority over, or (b) to have frequent contact with athletes?	Compliant
23	Does your policy require education and training specific to SafeSport for those individuals that are formally authorized, approved or appointed (a) to a position of authority over, or (b) to have frequent contact with athletes?	Compliant
Anti-Doping		
24	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
25	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
26	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?	Deficient
27	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?

Judo was deemed deficient because the individuals Judo identified as being required to complete background screens and SafeSport training are not consistent. According to the USOC's requirements, individuals that are formally authorized, approved, or appointed to a position over authority over, or to have frequent contact with athletes are required to complete background screens and SafeSport training. Therefore, it could be assumed these individuals would be consistent and any groups, including independent contractors that fall into these groups, identified as needing to complete a background check, will also complete SafeSport training, and vice versa.

Judo Action Plan: *USA Judo will update its SafeSport Handbook by August 1, 2018, to be consistent in referencing all covered individuals when referencing who needs to complete background checks and SafeSport Training. Once revised, this handbook will be re-posted on the SafeSport Section of the USA Judo Website.*

USOC Status Update: USOC Audit verified the updated USA Judo Safe Sport Handbook, as presented on the Judo website, to verify consistency of the individuals identified as being required to complete both background screens and SafeSport training. Judo is compliant with this requirement as of September 26, 2018.

Does your policy require criminal background checks, at least every two years, for those individuals that are formally authorized, approved or appointed (a) to a position of authority over, or (b) to have frequent contact with athletes?

Judo is deemed deficient for the same reason in the box above regarding background requirements.

Judo Action Plan: *USA Judo's plan of action referenced in the box above should remedy this deficiency.*

USOC Status Update: Judo's remedy as detailed above deems this requirement compliant.

Does your policy require education and training specific to SafeSport for those individuals that are formally authorized, approved or appointed (a) to a position of authority over, or (b) to have frequent contact with athletes?

Judo is deemed deficient for the same reason in the box above regarding education and training requirements.

Judo Action Plan: *USA Judo's plan of action referenced in the box above should remedy this deficiency.*

USOC Status Update: Judo's remedy as detailed above deems this requirement compliant.

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?

According to USADA, Judo submitted their long list of athletes for the 2016 Rio Games on April 25, 2016 (or approximately 4 months out from competition) which did not meet the minimum requirement of at least 6 months prior to competition in accordance with USOC National Anti-Doping Policy, Section 4.7. Judo needs to ensure future list submissions are completed at least 6 months prior to a competition. Judo will not be able to remedy this deficiency until 6 months prior to the next Olympic Games.

Judo Action Plan: *This happened prior to the current USA Judo CEO's start date of August 15, 2016. Also, USA Judo's High Performance Coordinator, who is USA Judo's primary liaison to USADA, is different than the individual in this the role at the time of the violation. The current HP Coordinator has greatly improved processes and functionalities to enhance overall organizational operations related to high performance to meet the USADA and other deadlines in the future.*

CONCLUSION

With USA Judo's remedies to the initial deficiencies identified during the USOC Compliance Review, except for pre-Olympic Games Anti-Doping requirements, it is now fully compliant with the USOC's Compliance Checklist.