

2024 ANNUAL REPORT



UNITE AND EVOLVE: REACHING HIGHER FOR ATHLETE SAFETY





TABLE OF CONTENTS

4-5

Message from the Interim CEO and Lead Independent Director of the Board

6-7

Our Journey

8

Governance

9-13

Strategic Priorities

14-23

Culture Change Through the SafeSport Process

24-27

Response & Resolution Process Improvements: Preliminary Update

28-29

SafeSport at the Paris Games: Highlights

30-31

Stakeholder Engagement

32-33

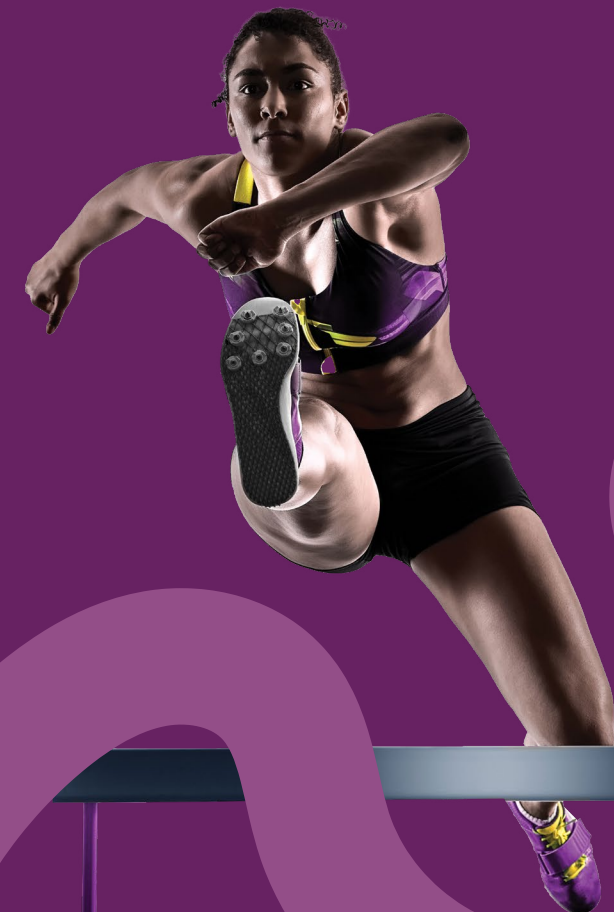
Financial Year In Review

34-35

What You Can Do

36-39

Glossary



MESSAGE FROM THE INTERIM CEO AND LEAD INDEPENDENT DIRECTOR OF THE BOARD

Dear SafeSport Community,

In 2024, the U.S. Center for SafeSport made significant strides, increasing engagement with stakeholders and evolving to better meet the needs of the athletes we serve. We deeply appreciate everyone who has been with us on this journey as we continue to pursue our shared goal of making sports safer for all.

We write to you from our temporary roles—as interim CEO of the Center, and Lead Independent Director of the Board—with a nationwide search underway for the organization’s next CEO. As individuals deeply committed to the Center’s mission, we remain dedicated to shepherding this organization through this transition, providing effective governance and strategic guidance to advance the safety and well-being of athletes across the United States.

What we do matters. So does how we do it, which is why 2024 was driven by change and evolution. Our commitment to listening, learning, and continuous improvement has propelled us since we started this work eight years ago and will continue to be our North Star.

Since the Center opened our doors in 2017, we have been forging a new path and utilizing best practices to develop national sport safeguarding policies that set the United States apart. Our mandate is wide reaching, the Olympic & Paralympic Movement we serve is growing, and preventing and responding to abuse across 52 sports remains challenging. But the more than 32,000 reports received since the Center’s inception—nearly 8,100 in 2024 alone—illuminate the continuing need for this work.

Sport culture looks different today than it did even a decade ago. Back then, incidents of abuse and misconduct weren’t making headlines like they do now. Too often, bad behavior was excused, ignored, or even covered up. All this is changing thanks to courageous athletes sharing their stories and the growing demand that sport communities prioritize athlete safety and well-being. Through prevention policies, education, and accountability measures, the Center has played a central role in the evolution of sport culture—but there is much work ahead.

Moving the needle motivates us and making an impact drives us. Staff at the Center are athletes, parents of athletes, and professionals who care about the safety of sport participants at every level. We know what it’s like to wake up early to train and what it’s like to drive young athletes to practice day-in and day-out. Some of us spent time competing at the highest levels, striving for medals, records, and championships. Many of us understand first-hand the physical and mental health benefits that come from sports, and we are working to ensure those benefits—which all athletes deserve—are accessible to all participants on fields and courts throughout the nation.

We know the importance of showing up, persevering, and pivoting to meet the challenges ahead. We know that winning should never come at the cost of well-being. We know that true progress requires evolving along the way to meet the needs of athletes and this is not a single, one-time effort. It is an ongoing commitment core to the Center’s mission and part of the work we do every day.

Shifting sport culture is about more than catalyzing change, it’s about building a community that makes change inevitable. We invite you to be a part of this team.

Sincerely,



APRIL HOLMES, MBA, PLY, ACC, CPCC
Interim Chief Executive Officer
U.S. Center for SafeSport
Paralympic Gold Medalist
Track & Field



JULIE FABSIK-SWARTS, MS, CFRE, CAP, CEAP
Lead Independent Director of the Board
U.S. Center for SafeSport

OUR JOURNEY

We were born to right many wrongs—the abuse of athletes at high levels of sport, and the failure of powerful people and institutions to prioritize athlete safety above money and medals. By the late-2010s, the demand for major national change to address these injustices became so clear that the U.S. Congress passed a law designating the United States Center for SafeSport as the nation’s independent safe sport organization. The Center’s charge: to set clear standards for safer sport environments throughout the U.S. Olympic and Paralympic Movement; educate the sport community on how to recognize, prevent, and respond to abuse; and investigate allegations of misconduct and sanction wrongdoers within sport. The Center’s authority encompasses 11+ million individuals in 50+ sports across the Movement, but the ultimate goal is to spark awareness and culture change everywhere in sport, so that every athlete can feel safe, supported, and strengthened.

As the world’s first organization of this scope and mission, the Center has dedicated the past eight years to establishing a safety framework to reverse generations-long culture and traditions that left athletes at risk. The escalating number of reports of abuse and misconduct reinforce not only the depth of the problem, but also the Center’s ongoing need to execute our duties effectively, build trust within communities, and marshal resources to meet the scope and complexity of the Olympic and Paralympic Movement.

While the Center has made great strides in making athletes safer, there is much work ahead. There was no blueprint on how to begin this work. There was simply a critical mission and a strong will to show up for America’s athletes. The Center will continue to listen and seek input as we refine our processes and evolve to meet the needs of athletes of all levels of sport—from practice fields to podiums.



GOVERNANCE

A volunteer Board of Directors provides governance of the Center, setting the strategic direction and ensuring priorities align with the mission. This Board meets quarterly as do its committees for Audit, Finance, and Nominating & Governance.

The Board has been chaired by four-time Paralympian April Holmes since June 2023. Holmes is the first athlete to serve in the role, reflecting the Center’s athlete focus.

Board members continue to contribute expertise in ethics and compliance, human resources, finance, and operations based on their leadership roles across sport organizations such as the NFL, NBA/WNBA, WTA, MLB, and other private and public sector entities. Board members—along with all Center staff—are required to complete annual SafeSport® training.

The Center operates independently from entities within the U.S. Olympic and Paralympic Movement. The U.S. Government Accountability Office has annually reviewed and certified the Center’s compliance with statutory independence obligations since 2020. The full report for 2024 can be found at gao.gov/products/gao-25-107975.

Please note: At the time of publication, April Holmes had stepped away from her duties as Board Chair to serve as interim CEO, working with an interim management committee composed of members of the Board of Directors and current leadership team to execute the Center’s mission and serve athletes while a nationwide search is underway for the next CEO. Julie Fabsik-Swarts stepped in to serve as Lead Independent Director of the Board during the leadership transition.

TO ENSURE TRANSPARENT OPERATIONS

The Center makes its bylaws, Board meeting minutes, financial information, and other governance documents publicly accessible.

[VIEW BOARD OF DIRECTORS](#)

uscenterforsafesport.org/board-of-directors/

STRATEGIC PRIORITIES

Center leadership, with oversight of the Board, is responsible for the execution of the Center’s Strategic Plan. 2024 marked a successful first year of the 2024-2026 Strategic Plan, *Building Trust with America’s Athletes*.

The 2024-2026 Strategic Plan reflects on the past, acknowledges the need for change and improvement, and recalibrates the Center’s future direction across five core focus areas:



ACCOUNTABILITY

Drive culture change through individual and organizational accountability throughout the Olympic and Paralympic Movement and ensure consistent and timely execution of the Center’s primary functions.



REACH

Deliver relevant resources and consistent messaging to athletes, participants, and core stakeholders around SafeSport culture, prevention education, and investigative processes.



PARTNERSHIP

Cultivate partners to support survivors; drive understanding and usage of prevention education; drive research opportunities; and share knowledge and best practices with the global sporting community.



PREVENTION

Build a robust prevention education strategy and program to support the SafeSport Model and increase awareness and understanding of how to prevent sexual, emotional, and physical abuse and misconduct.



SUSTAINABILITY

Fortify the infrastructure of the Center through culture building, technology investment, and diversifying revenue streams.

[VIEW STRATEGIC PLAN](#)

uscenterforsafesport.org/2024-26-strategic-plan/

STRATEGIC PRIORITIES

BY THE END OF 2026

Complete 5 million trainings focused on recognizing and preventing abuse and misconduct

In 2024, the Center completed 1.57 million trainings.

Evaluate and update SafeSport Investigative process

In April of 2024, the Center announced a series of process improvements. This was followed by updates to the SafeSport Code, which were announced in July. These changes included feedback from stakeholders throughout the Movement, including athlete groups, national governing bodies (NGBs), and survivor organizations. The process improvements and Code revisions strengthen the Center's ability to more efficiently adjudicate cases fairly, consistently, and with trauma sensitivity. See Annual Report [pages 24-27](#).

Increase capacity of NGBs and Local Affiliated Organizations (LAOs) to better recognize and address emotional abuse and misconduct at the club level

The Center ramped up engagement with LAOs via a series of roundtables. Leading into 2025, this information will help to support LAO visits and provide support for policy implementation and prevention education resources.

Build a robust library of resources to prevent emotional and physical abuse and misconduct

To most effectively build on its prevention education resources, the Center began mapping dynamics within sport-specific contexts and continued updating resources to align with current best practices, building toward the development of a comprehensive digital library.

Build and implement a sanctioning education program

In 2024, a youth sanctioning education program was developed and is now being implemented. This program recognizes that Minor Respondents are different from Adult Respondents due in large part to their developing brains. In cases where appropriate, and in conjunction with taking responsibility, education can be a tool to support young athletes when they return to sport to maximize benefits and reduce risks.

Strengthen collection and analysis of internal data to support the prevention education strategy, forge relationships with external research partners, and formalize the SafeSport Model

The Center continued to develop more robust quality assurance systems to improve the accuracy of the Center's data and support prevention education strategies. The Center began expanding relationships with external research partners, including in carrying out and distributing the 2024 National Athlete Culture & Climate Survey. See Annual Report [page 30](#).

Build collaborative relationships with survivor-centered groups and organizations to build trust and understanding with athletes

In 2024, the Center engaged survivor-centered groups and organizations to support internal training sessions on trauma-informed practices, helped guide outreach to survivors in more trauma-sensitive ways, and provided feedback on investigative processes and the SafeSport Code. The Center also created a more formalized process for recruiting members to the SafeSport Athlete Advisory Team, an advisory group that provides athlete-centered feedback on core Center initiatives. See Annual Report [page 30](#).

STRATEGIC PRIORITIES CONTINUED

BY THE END OF 2026

Launch annual campaigns and working groups to enhance brand recognition with athletes and the public

Public awareness efforts included the launch of the Center's first mobile app, SafeSport Ready™, putting resources in the palms of parents' hands. See Annual Report [page 16](#). The Center ran a three-month campaign to promote athlete safety at the Paris Games that increased public engagement and drew attention to the Center's 2024 presence at the Games, which was focused on gathering information about athlete experiences to inform development of proactive measures and prevention education resources for future Games. See Annual Report [pages 28-29](#).

Build relationships with leading international sporting organizations to share learnings and increase awareness of the organization on the global stage

The Center continued conversations with other nations about best practices in safeguarding in various venues, including the National SafeSport Forum in Brazil, the International Ice Hockey Federation, and meetings with leaders in safeguarding in Australia and Canada. The Center also continues to urge Congress to enable the sharing of investigative information with similar sport-safety organizations both nationally and internationally, which is currently prohibited by federal law.

Develop athlete-centered strategic marketing and communications plan to support usage and understanding of SafeSport practices, policies, and resources

In 2024, the Center further formalized the application process for the SafeSport Athlete Advisory Team (SAAT) and expanded recruitment efforts. As a result, there were nearly 100 applicants for five open positions. Members of the SAAT gave feedback on athlete engagement, trauma-informed practices, and Center policies and practices. SAAT members also participated in more public outreach. The Center launched its athlete-centered Instagram channel.

Execute a business development and corporate outreach strategy to support long-term financial growth and sustainability

The Center invested in its first formal development program to raise new funds. The Center expanded outreach to parks and recreation departments and other client organizations to provide training and educational tools. Over 4,800 organizations outside of the U.S. Olympic and Paralympic Movement have instituted SafeSport® training.

Work towards 6-month financial reserves

The Center worked with the Board of Directors to wisely and responsibly set aside financial reserves prior to 2024. This operating reserve is a designated fund to cover operating expenses. In May 2020, the Board made a strategic decision to grow the Center's operating reserve to cover six months of operating expenses. This decision was embedded in the past two strategic plans and based on fiscal best practices for nonprofits. Usage of the operating reserve must be directed and approved by the Board. Nearly every year the Center has operated has seen an increase in reports and demand for the Center's services and resources. Over the next several years, reserve funds will be used to support the continuing rise of reports, along with the expected rise of new sports and participants anticipated to fall within the Center's jurisdiction.

CULTURE CHANGE THROUGH THE SAFESPORT PROCESS

The Center remains focused on shifting culture to make sports safer for all athletes by:

- Setting clear ground rules for 11+ million members of the U.S. Olympic and Paralympic Movement.
- Educating athletes, parents, coaches, and others on abuse prevention and response to give the sport community a shared, best-practices foundation for safety.
- Ensuring safety policies are followed through investigations and audits, and holding accountable individuals and organizations that don't adhere to the rules.

Evolving to better meet the needs of athletes, the Center announced a series of improvements to processes, updated the SafeSport Code, and increased outreach to key stakeholders to strengthen the ground rules, prevention education efforts, and accountability mechanisms.

1. GROUND RULES

Sport organizations and Participants within the Movement must follow the Center's SafeSport Code, and the Minor Athlete Abuse Prevention Policies (MAAPP).

In July, an updated version of the SafeSport Code came into effect. The Code guides response to and resolution of abuse and misconduct claims. Taking into account feedback from key stakeholders, including athletes, the changes reflect the Center's process improvements, announced earlier in the year to increase efficiency, information sharing, and trauma-sensitivity.

The MAAPP, which limits one-on-one adult/minor interaction and sets abuse prevention standards for training and sport settings, was updated and shared widely in January 2024 to ensure NGBs had a full year to prepare for implementation on January 1, 2025. Throughout 2024, the Center worked with NGBs to ensure their preparation for its new mandatory requirements. The changes make the MAAPP easier to use and address special circumstances related to lodging and medical care.



"The athletes who came before me have navigated so much, and, because of them, I've been able to benefit. Today, we can speak up if we see something that's not appropriate. And, if you see something that's great, praise it. Celebrate it."

JEAN UDO

Track & Field Athlete
Member, SafeSport Athlete
Advisory Team

2. PREVENTION EDUCATION

Prioritizing athlete well-being within and beyond the Movement depends on open communication with and ample support for athletes. Equally important is educating and informing those closest to athletes, including parents, coaches, officials, and other adults.

In 2024, the Center increased its education touch points with athletes and stakeholders, evolving to make resources available in new, more convenient channels and applications.

The SafeSport Ready™ mobile app, launched in October, efficiently delivers educational information, providing access to abuse prevention resources anytime, anywhere. As a key app feature, the Center's Centralized Disciplinary Database anchors SafeSport Ready™ as an essential tool in the hands of athletes, parents and guardians, and anyone with a stake in sport safety. The app's real-world examples deliver prevention education and reporting guidance for every athletic environment.

Training and education at the Center remain focused on promoting healthy sport experiences, furthering critical principles of athlete safety. In line with the Center's commitment to continuous improvement, investments were made to further anchor education in theory, data, and best practices, including trauma-informed approaches. This includes ongoing research to map sport-specific needs, building toward updated courses in 2025 and a large-scale future refresh of the *SafeSport® Trained Core*. The Center continues to develop quality assurance systems for data to support prevention education, training, and more robust information sharing.

The Center expanded its course offerings by launching *Accountability and the SafeSport Code: A Guide for Youth Athletes*. This interactive course educates teenage athletes about behavior prohibited by the SafeSport Code and offers opportunities for engagement and reflection. The Center's athlete-focused Instagram channel, launched in June, gained traction during the Paris Olympic and Paralympic Games and provides practical prevention education tools.

2024 marked a full year of the Center's quarterly Prevention Education series of the Gameplan newsletter. Sent to audiences with a stake in athlete well-being looking for on-the-ground practices, topics ranged widely from [Talking with Kids About Abuse](https://uscenterforsafesport.org/talking-with-kids-about-abuse) (uscenterforsafesport.org/talking-with-kids-about-abuse) to [Preventing Abuse at the Games](https://uscenterforsafesport.org/shining-light-shifting-culture-preventing-abuse-at-the-games) (uscenterforsafesport.org/shining-light-shifting-culture-preventing-abuse-at-the-games) to [Listening to the Athlete Experience](https://uscenterforsafesport.org/listening-to-the-athlete-experience-to-identify-risk-and-protective-factors) (uscenterforsafesport.org/listening-to-the-athlete-experience-to-identify-risk-and-protective-factors).

By evolving to make prevention education easier to access and absorb, the Center seeks to expand practices that help to keep athletes' experiences free from abuse.



LIVE TRAININGS

(1/1/2024 through 12/31/2024)

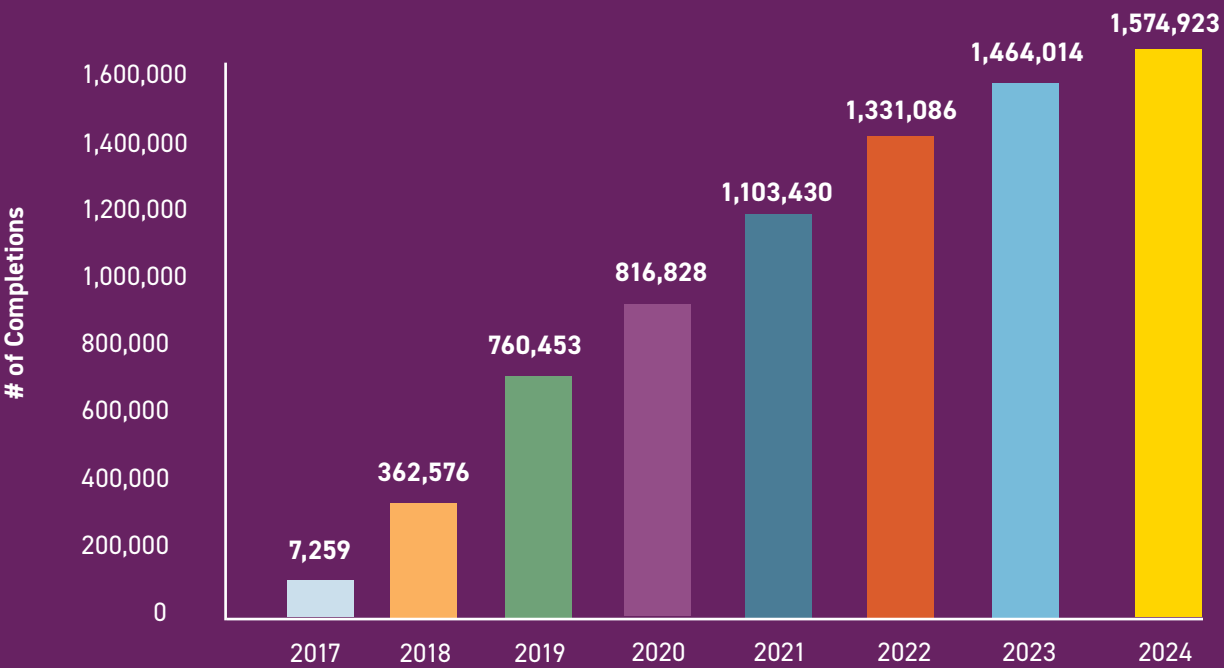
19

TRAININGS

886

ATTENDEES

ONLINE COURSE COMPLETIONS BY YEAR



7,420,569

SAFESPORT® ONLINE COURSES DELIVERED TO

3,629,621

INDIVIDUALS SINCE 2017

Please note: The number of live trainings and attendees is lower than the year prior due to changes in grant funding support, vacancies in leadership and staffing, and an intentional pause to review and update the training curriculum. The numbers of online course completions per year and total individuals were incorrectly tabulated by the third-party provider for the 2023 Annual Report. The numbers included for 2024 reflect the corrected data.

3. ACCOUNTABILITY

ORGANIZATIONAL ACCOUNTABILITY

To ensure that all NGBs are following the ground rules, the Center’s Organizational Development & Compliance team conducts regular and random audits on an annual basis, including:

- Administrative audits to ensure key administrative protocols are in place to support athlete safety, and
- Event audits to determine whether safety requirements are being correctly applied and followed at NGB-sanctioned events.

Event audits, which were conducted at the national level in 2023, were expanded in 2024 to include the regional and club levels. This was done to ensure safety measures set at the national level are trickling down to the

grassroots throughout the nation. Relatedly, the Center ramped up engagement with Local Affiliated Organizations (LAOs) via a series of roundtables. These efforts will be expanded in 2025 and are part of the Center’s commitment to continuous improvement and support for athletes at all levels of sport.

The Organizational Development & Compliance team also supports NGBs by providing technical assistance, informal site visits to identify potential concerns prior to an audit, and customized resources that help NGBs clearly communicate rules to their members. To ensure transparency and awareness, audit reports, including details of any corrective actions, are available online at uscenterforsafesport.org/audit-reports.

INDIVIDUAL ACCOUNTABILITY

The Center’s Response & Resolution team investigates reports of abuse and misconduct involving individuals in the Movement and holds accountable those who are found to have violated the SafeSport Code.

Adults who are currently restricted or banned from sport participation within Olympic and Paralympic sport are listed on the Centralized Disciplinary Database (CDD). The CDD is updated in real time and is publicly

searchable, making it an indispensable safety resource for athletes, parents, coaches, sport administrators, and others both in and out of sport.

Over 2,200 individuals were listed at the end of 2024.

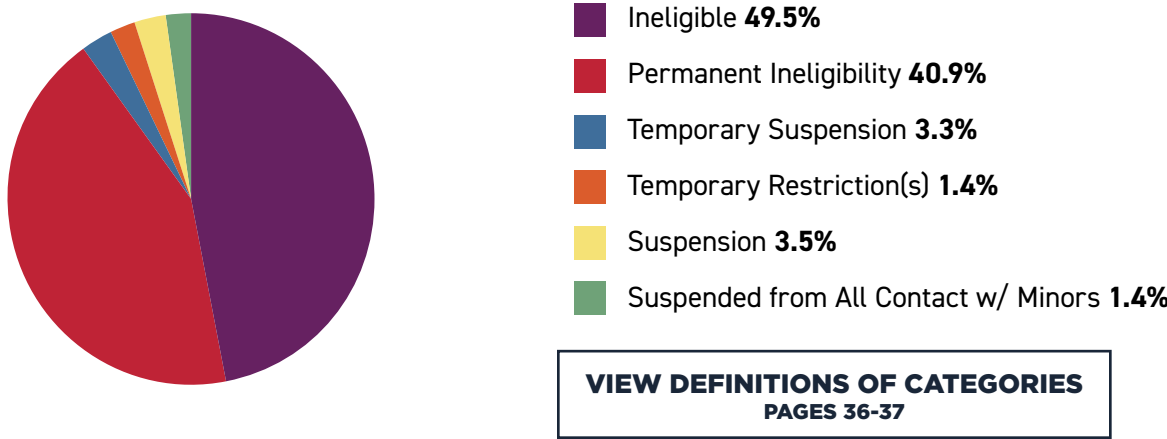
Reports of abuse and misconduct involving individuals within the Movement can be made by anyone at any time through the Report a Concern portal at uscenterforsafesport.org/report-a-concern.

CENTRALIZED DISCIPLINARY DATABASE (CDD)

(as of 12/31/2024)

2,224 INDIVIDUALS LISTED

The CDD is a resource designed to keep the public informed when adults connected with the Movement are either subject to certain temporary restrictions pending investigation by the Center or certain sanctions after an investigation found them in violation of the SafeSport Code. The database also contains certain eligibility decisions made by NGBs, their LAOs, or the USOPC, including those rendered prior to the establishment of the Center. Minors do not appear on the CDD.



Please note: The CDD only includes adult Respondents. It also includes two more action types: limited participation and probation but both represent less than 1% of the types of action the Center takes. CDD numbers change frequently as Respondents with temporary suspensions and restrictions come off the CDD and others are added.

NGB AUDITS

(1/1/2024 through 12/31/2024)

52 AUDITS

3 ADMINISTRATIVE AUDITS

49 EVENT AUDITS

7 PRE-AUDIT SITE VISITS COMPLETED IN 2024

88 PRE-SITE VISITS BETWEEN 2020-2024

233 TOTAL AUDITS CONDUCTED BETWEEN 2019-2024

3. ACCOUNTABILITY CONTINUED

Since the Center opened its doors in 2017, the number of reports received has increased significantly. Managing the growing volume of reports has been the Center’s biggest challenge, especially as funding mandated by Congress has remained static.

The 8,098 reports received in 2024 marked an increase from 2023 and represented the highest number of yearly reports the Center has received to date. At the same time, the rapid year-over-year growth slowed from 32% between 2022 and 2023 to 7.5% between 2023 and 2024. Reports stood at an average of 155 per week, and are now up over 2,780% in total from 2017.



Building on athlete and NGB engagement from the year prior, the Center continued to solicit feedback from key stakeholders in the development and implementation of a series of Response & Resolution process improvements designed to increase efficiency, information sharing, and trauma sensitivity. These improvements came into effect on April 1, 2024, and have been further implemented through updates to the SafeSport Code and Response & Resolution Standard Operating Procedures.

Meaningful and robust changes require time and ongoing evaluation to bring their full benefits to fruition. The Center is working to collect both qualitative and quantitative

data to measure and assess progress. In addition to the highlights below, an update on the status of process improvement implementation can be found on [pages 24-27](#) of this report.

Among the improvements, the Center expanded efforts to address the unique needs of minors within its process. This includes the Specialized Interview Team that handled the majority of interviews with minors in 2024, and updates to the Code related to minor-specific resolutions that underscore the importance of sport participation for young athletes alongside safety.

ALLEGATION TYPES

(2022-24)

	2024	2023	2022	TOTAL
Sexual Misconduct	1,458	1,584	1,251	4,293
Criminal Disposition	725	604	479	1,808
Emotional/Physical Misconduct	2,997	2,722	2,039	7,758
Other Inappropriate Conduct	707	626	509	1,842
Aiding & Abetting	18	26	37	81
Misconduct Related to Reporting	219	280	350	849
Abuse of Process	115	146	169	430
Retaliation	157	124	129	410
Violation of MAAPP Policy	470	480	365	1,315
No Applicable Policy	143	98	106	347
Total	7,009	6,690	5,434	19,133

Please note: Multiple allegations may apply to a single matter.

CASE OUTCOME BREAKDOWN

(as of 12/31/2024)

VIEW OUTCOME DESCRIPTIONS
PAGES 37-39

Please note: The data for case outcome categories reflects the new category definitions established in April 2024. Case outcomes prior to that date were recategorized under the updated definitions where necessary to provide consistency and enable year-to-year data comparisons. Recategorization is designed to increase clarity and understanding, and does not change the real-world outcome of any case. Previous case outcome records have been archived.

Case Outcome	Cases
No Jurisdiction	4,734
Jurisdiction Declined	7,610
Administrative Hold	5,716
• Insufficient Information	2,185
• Claimant Declined	2,814
• Non-Responsive Claimant	178
• Unidentified Claimant	539
Administrative Closure	2,583
• Admonishment	1,476
• Letter of Concern (Minor Respondent)	49
• No Applicable Policy	739
• Previously Adjudicated	124
• Respondent Deceased	45
• Unsupported Allegations	150
No Violation	214
Jurisdictional Hold	1,120
Violation	2,654
TOTAL	24,636

3. ACCOUNTABILITY CONTINUED

Building on the process improvements, the July 2024 update to the SafeSport Code sought feedback more broadly from stakeholders throughout the Movement, including athlete groups, national governing bodies, and survivor organizations. The result was a series of Code revisions that strengthened the Center’s ability to more efficiently adjudicate cases fairly, consistently, and with trauma sensitivity.

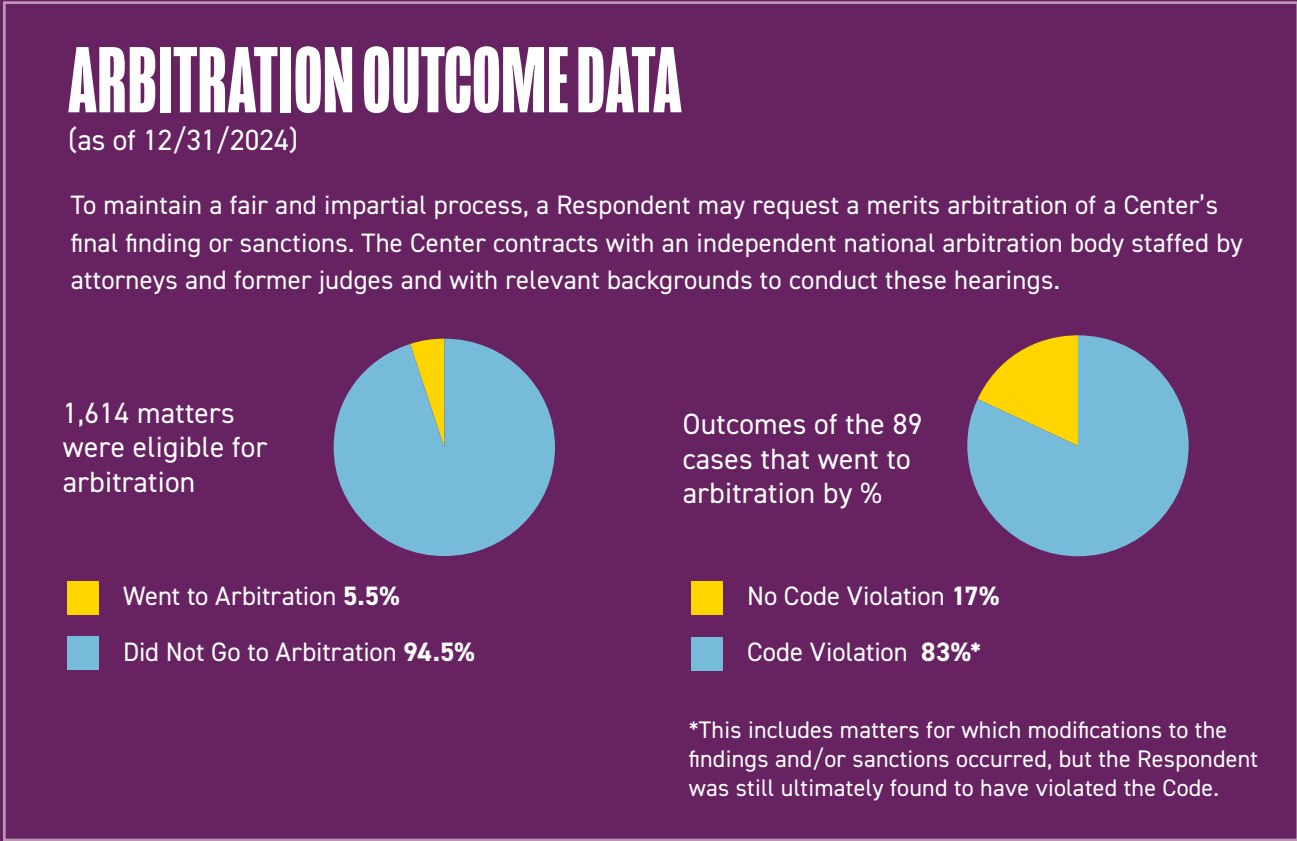
Further, as part of the process improvements and 2024 Code changes, the Center updated case outcome definitions for the Administrative Closure and Administrative Hold categories to enhance clarity and understanding.

The new definitions—which can be found in the glossary on [pages 37-39](#)—make it easier to distinguish cases that can be re-opened in response to changing circumstances (Administrative Holds) from cases that are likely to remain closed barring extenuating circumstances (Administrative Closures). To provide further insight, Administrative Hold and Closure sub-categories are included in the case outcome breakdown. Finally, the pre-2024 process change Administrative Hold category is now called Jurisdictional Hold, underscoring that these cases can be re-opened if an individual’s participation status changes, putting them back under the Center’s jurisdiction.



“It’s really important for athletes to recognize that they deserve a positive experience. You deserve to be treated well, and you deserve to have a safe, protected environment. And, when you feel like you’re not in that environment, it’s important for you to know that you can change it.”

KAILA KILWEIN
Gymnast
Member, SafeSport Athlete Advisory Team



RESPONSE & RESOLUTION PROCESS IMPROVEMENTS: PRELIMINARY UPDATE

In April of 2024, the U.S. Center for SafeSport (the Center) announced a series of process improvements (available at uscenterforsafesport.org/process-improvements) to enhance efficiency, information sharing, and trauma sensitivity. These improvements were developed based on a thorough review of the Center’s Response & Resolution (R&R) processes, including feedback received from Center staff, athletes, survivor organizations, and national governing bodies (NGBs).

The Center made significant progress in implementing improvements across each phase of its Response & Resolution process. While data collection and evaluation are ongoing, anecdotal information demonstrates the benefits of continuing implementation. The Center remains committed to seeking feedback as its overhaul advances further. The Center’s initial evaluation from April 1, 2024 through March 31, 2025 preliminarily demonstrates:

Improved Efficiency within the Response & Resolution Process

- Creating effective synergy between the Legal, Investigations, Intake and Resolutions teams has enabled better cross-collaboration. Because of increased integration, the Legal team has been able to provide advice regarding policy decisions, temporary measures decisions, and informal resolution decisions earlier in these processes leading to more efficient and consistent outcomes.
- Anecdotally, the Center has observed cases moving through the core stages of the Response & Resolution process more efficiently. Given the complexity of individual cases and acknowledging variances between the cases the Center receives every year, ongoing data collection and evaluation is necessary.
- The Center conducted a pilot program involving a new streamlined format for the final Investigation Report (IR) and Notice of Decision (NOD), and also incorporated earlier and more consistent coordination between the Investigations and Legal teams in the drafting of these documents, which is showing promising signs of success.
- The Center doubled the size of the Legal team in 2024 to more efficiently handle the legal review of cases during each stage of the process.

Improved Training

- The Center revamped its in-house training curriculum for the R&R department, which includes enhanced trauma-sensitivity training. The Center has also worked with outside experts to provide additional training in trauma sensitivity, and the training curriculum includes resources developed by experts concerning the neurobiology of trauma. Additionally, the curriculum was enhanced to include training on investigations involving emotional and physical misconduct as well as investigating drug and alcohol facilitated sexual assault.
- The formalized onboarding process for every new R&R staff member is based on a consistent, standardized lesson plan grounded in the understanding of the fundamentals of investigations, trauma-informed communication, and longer-term institutional memory. Among other elements, it includes:
 - » Trauma’s impact on the brain and memory,
 - » Trauma-informed interviewing,
 - » Best practices for documenting investigations, and
 - » The dynamics of sport culture, including power dynamics.
- Standard Operating Procedures (SOPs) take into account the importance of a trauma-informed response as cases move through the process, including expectations for updating parties in the manner and timeframe they want to be updated. Training curriculum was developed and implemented for all SOPs, and will continue to be updated in line with best practices.
- In 2024, staff attended 14 internal trainings, nine external trainings, and the Center hosted six onboarding sessions. The Center varied the topics, trainers, and types of training to allow for different adult learning styles.

RESPONSE & RESOLUTION PROCESS

IMPROVEMENTS: PRELIMINARY UPDATE CONT.

Improved Communication and Information Sharing

- The Center invested in specialized education for parties in the R&R process, which included developing accessible information specifically designed to enhance learning and understanding for those who have experienced trauma.
- The Center successfully redefined and recategorized Administrative Closures and Holds to increase clarity and understanding, implemented the updated outcome categories with immediate effect, and provided training for NGBs accordingly. As part of this effort, the Center retroactively updated case outcomes prior to April 2024 under the new category definitions, enabling year-to-year data comparisons.
- The recategorization and more detailed subcategories have enabled the Center to better collect and share data, including with NGBs. Anecdotally, the Center has heard that the additional information provided has enabled some NGBs to improve their safety planning. The Center was able to provide subcategory data for the first time in the 2024 Annual Report.

Enhanced Support for Minors in the Response & Resolution Process

- The Specialized Interview Team (SIT), who are trained in forensic interviewing of minors, now conducts most interviews involving Minor Claimants with a focus on those under the age of 13 and cases in which there is a Minor Claimant and Adult Respondent. In 2024, the SIT conducted 99 interviews with minors, 14 of which were completed at Child Advocacy Centers. In addition to the SIT, all relevant R&R staff have been trained in the Center’s minor interview protocols, which are based on best practices.
- The Center continues to operate its Minor Response Team (MRT), which is responsible for determining how to best resolve a case that involves a Minor Respondent, including age-appropriate sanctions. MRT processes were formalized at the start of 2025 to implement a minor-specific set of sanctions and case outcomes with a focus on education and sport participation while prioritizing athlete safety. While the Center still needs more data to conduct a quantitative assessment, having an alternative track for Minor Respondents has improved the speed at which these cases are resolved while better supporting the unique needs of minors.
- The Center has started a quarterly peer review process led by an independent third party that is specific to the SIT and MRT. The peer review process supports continuous improvement, including the sharing of best practices related to interviews.
- The Center conducted a two-part training series for NGBs to include the importance and need for age-appropriate responses, the Center’s new processes, and noteworthy process changes.

Opportunity to Review and Respond to Evidence

- The Center now offers Claimants and Respondents a 14-day opportunity to review and respond to evidence at the conclusion of a case. This was done to limit uncertainty for Claimants and Respondents, allow for a more thorough and transparent investigative process, improve trauma-informed practices, and limit the introduction of new information by Respondents during arbitration. Thus far, attorneys involved in the Center’s arbitration process have complied with the updated policy, and have not attempted to submit “surprise” evidence during arbitration proceedings.

SAFESPORT AT THE PARIS GAMES: HIGHLIGHTS

For the first time, the Center's CEO, Board Chair, and other members of the leadership team traveled to the Games to support the safety and well-being of U.S. Olympic and Paralympic athletes.

The message was simple: Medals should never come at the cost of athlete well-being. For all the celebration and excitement of the Games, there is still a long shadow cast by abuse and misconduct. Whether it's the podium or the practice field, a future where respect and safety take center stage is what all athletes deserve.

The Center successfully:

- Shared abuse prevention resources specifically designed for USA athletes competing at the Games,
- Created a custom training for Games volunteers on how to recognize, prevent, and respond to abuse,
- Met with athletes directly to hear feedback,
- Released tips for watching the Games with children to support a positive sport culture, and
- Ensured athlete safety was included in conversations happening at and around the Games.

The Center also launched a public service announcement (PSA), [Hearts of Gold](https://uscenterforsafesport.org/about/paris) (uscenterforsafesport.org/about/paris), that yielded 10 million impressions. The PSA was part of a three-month public awareness campaign leading up to the Games, which resulted in a 23.5% increase in total website users when compared to the same period the year prior.

Athletes expressed appreciation of the Center's presence at the Games and encouraged increased visibility at other elite competitions. The Center is building on the experience in Paris to develop proactive measures and prevention education for future Games. This includes ongoing engagement with the Los Angeles Recreation and Parks Department in advance of the Summer Games being hosted there in 2028 and preparations for the 2026 Winter Games in Milan. (See Annual Report [pages 30-31](#).)



STAKEHOLDER ENGAGEMENT

Protecting athletes at every level requires commitment by key stakeholders, from parents to administrators, staying engaged and aware of abuse in sport and actionable steps to prevent it. In 2024, the Center made strides in reaching a broader audience and furthering athlete engagement.

The [2024 Athlete Culture & Climate Survey](https://uscenterforsafesport.org/culture-and-climate-survey) (uscenterforsafesport.org/culture-and-climate-survey) not only contributed to a much-needed area of research, but also informed the Center on the experience of athletes when it comes to emotional, physical, and sexual misconduct. Key findings include:



As a result of the data, the Center is:

- Continuing to evaluate and improve approaches to investigations of abuse
- Enhancing training, education, and engagement with athletes and survivors
- Preparing for a follow-up survey in 2027 to be released ahead of the 2028 Summer Olympic and Paralympic Games

The report was shared widely within and beyond the Olympic and Paralympic Movement and underscores the need for culture change across all sports.

The volunteer SafeSport Athlete Advisory Team (SAAT) continues to guide the work of the Center, bringing candid perspectives based on athletic experience and other areas of expertise. The SAAT provided significant input on the 2024 Athlete Culture & Climate Survey, Response & Resolution process improvements, and athlete engagement. As the result of a new formal recruitment process in late 2024, five new members joined in January of 2025. Learn more about the SAAT at uscenterforsafesport.org/saat.

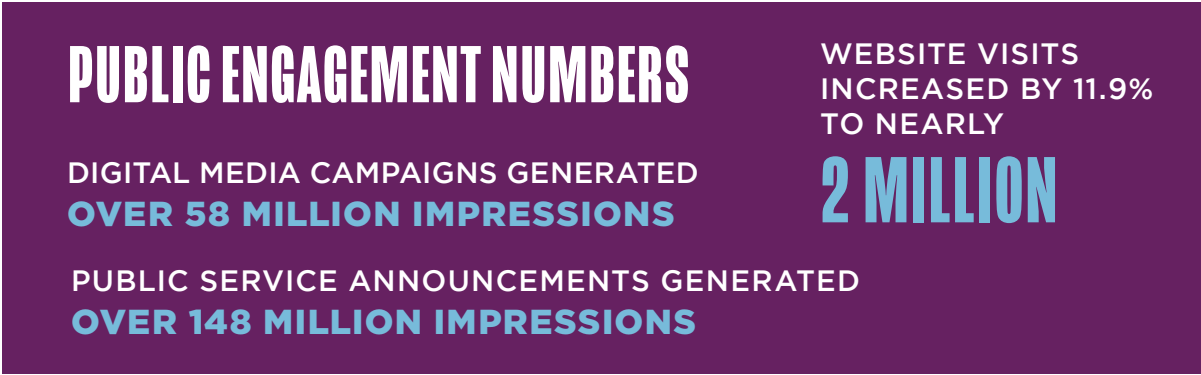
PlaySafe LA is a program with the City of Los Angeles Recreation and Parks (RAP) Department made possible by an investment from the LA28 Olympic and Paralympic Games Organizing Committee and the International Olympic Committee. Additional funding was secured from ESPN's Take Back Sports initiative to further support Play Safe LA Site Champion training.

The Center supported efforts to develop a system-wide abuse prevention and safety program along with response protocols. The result was a comprehensive PlaySafe LA policy handbook that RAP staff and volunteers can refer to for guidance. In addition to the handbook, the Center has also supported the safety of young Angelinos by providing RAP with training, and creating educational materials, including posters, social media videos, and website content.

The Center's social media presence continued to grow across various channels, including the 2024 launch of an Instagram account focused on prevention education for athletes. Increases in organic year-over-year followers for both Facebook and LinkedIn were 90.3% and 29.4%, respectively. The Center's educational campaigns generated 63% more impressions compared with previous year.

In keeping with past years, the Center maintained and expanded relationships with youth sport and recreation organizations beyond the Movement. Expanding reach through content partners—including NBC Universal's SportsEngine, Make It Better Foundation, Stack Sports, TeamSnap, MOJO Sports, various parenting-focused magazines, and others—the Center's prevention education articles informed those with a stake in athlete safety via a variety of platforms, from websites to print to mobile applications.

As of the end of 2024, over 4,800 organizations beyond the Movement have instituted U.S. Center for SafeSport® online training to help their communities better recognize, prevent, and respond to abuse and misconduct. Reach out today to customersuccess@safesport.org to learn more about how SafeSport® courses can benefit your organization.



"We take the safety of our athletes very seriously. Pro Volleyball Federation requires SafeSport certification for everyone involved in the league, including athletes and support staff plus front office and league administrators. It is vital for every employee to have an understanding of and ability to identify abuse and misconduct in order to better protect our athletes and staff."

JEN SPICHER
CEO, Pro Volleyball Federation

FINANCIAL YEAR IN REVIEW

The Center continues to efficiently manage resources and maintain stable finances.

In 2024, Center revenue grew by a modest 1.8%, largely due to the timing of federal grant distributions, and growth in interest income. Simultaneously, the Center saw an expected increase in expenses for program and support services, up 8.6%. This was particularly true across Education & Outreach, which grew by 52% due, in part, to the successful hiring for several open positions and the incorporation of Process Navigators into the department. Fundraising expenses also grew as the Center built out a development team for the first time to help increase philanthropic support.

The growing demand for the Center's resources is expected to continue, further driving the need for core program and support services.

The majority of the Center's annual revenue continues to come from the \$20 million payment—required by federal law—from the USOPC. 2024 saw grant funding come in at \$2.9 million in combined distributions from the Department of Justice Keep Young Athletes Safe grants. These grants directly support education, training, audit, and compliance efforts.

The Center's annual funding from the Movement, under the Empowering Olympic, Paralympic, and Amateur Athletes Act of 2020, remains fixed—unindexed for inflation and without the ability to adjust for real-world demands. Since the Center first began receiving dedicated funding in 2021, cost-of-living increases have reduced purchasing power by 21% and the Center's report volume has increased by 118%. The Center has raised these concerns with Congress, including in March 2024 hearings before committees in both chambers.

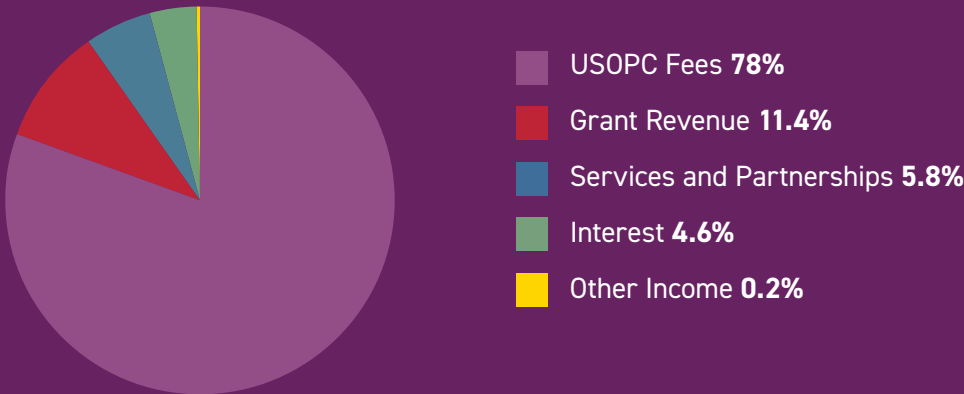
The Center's report volume continues to increase year-over-year as the Center prepares to welcome several new sports—and participants—into its jurisdiction in 2025. These trends underscore the need to identify new revenue streams through business development and partnerships, and to grow public recognition of the greater need for resources to efficiently execute Congressionally-mandated athlete safety activities.

[VIEW FINANCIAL STATEMENT](#)

uscenterforsafesport.org/2024-financial-statements/

REVENUE

(For comparative purposes and clarity, the chart below does not include a loss on disposal of assets.)



EXPENSES



*As required by the Empowering Olympic, Paralympic, and Amateur Athletes Act of 2020, Center expenses for Response & Resolution were greater than 50% of the \$20 million annual payment statutorily required from the USOPC, and amounted to 57.1%.

WHAT YOU CAN DO

REPORT ABUSE

If you have experienced abuse or misconduct—or if you have reasonable suspicion of abuse or misconduct inflicted by someone in the U.S. Olympic and Paralympic Movement—you can make a report.

REPORT A CONCERN

uscenterforsafesport.org/report-a-concern
Phone: 1-833-5US-SAFE (587-7233)

TRAIN UP

Visit the Education & Research page for courses and resources to help you champion athlete safety in your organization.

VIEW TRAINING

uscenterforsafesport.org/courses

LEARN THE RULES

The SafeSport Code and Minor Athlete Abuse Prevention Policies (MAAPP) are two key documents guiding the Center's athlete safety efforts—they apply to everyone in the U.S. Olympic and Paralympic Movement.

LEARN NOW

uscenterforsafesport.org/policies-and-procedures


CONNECT


Sign up for the Center's e-newsletter, The Gameplan, to get the latest abuse prevention resources and information delivered directly to your inbox.


SIGN UP NOW

uscenterforsafesport.org/newslettersignup

View and share important information about abuse prevention on Instagram, Facebook, and LinkedIn.

 instagram.com/uscenterforsafesport

 facebook.com/USCenterforSafeSport

 linkedin.com/company/uscenterforsafesport

Download the SafeSport Ready™ mobile app to access resources from anywhere, including the Centralized Disciplinary Database that lists adults who are subject to certain restrictions.

DOWNLOAD NOW

uscenterforsafesport.org/safesport-ready-app

MAKE A GIFT

Your tax-deductible gift helps us change the culture of sport together—for good.

DONATE NOW

uscenterforsafesport.org/donate

GLOSSARY

COMMON TERMS

CLAIMANT

A person who is alleged to have experienced conduct that constitutes a violation of the SafeSport Code.

LOCAL AFFILIATED ORGANIZATION (LAO)

A regional, state, or local club or organization affiliated with an NGB, or affiliated with an NGB by its direct affiliation with a regional or state affiliate of said NGB. LAO does not include a regional, state, or local club or organization that is only a member of a National Member Organization of an NGB.

NATIONAL GOVERNING BODY (NGB)

A national sport governing body certified by the U.S. Olympic and Paralympic Committee, and therefore subject to U.S. Center for SafeSport jurisdiction on matters related to abuse and misconduct; there are more than 50 NGBs.

RESPONDENT

An individual who is alleged to have violated the SafeSport Code.

SAFE SPORT ACT

The 2017 Protecting Young Victims from Sexual Abuse and Safe Sport Authorization Act of 2017 (S.534) is a federal law that designates the U.S. Center for SafeSport with the authority to respond to reports of sexual abuse and misconduct within the U.S. Olympic and Paralympic Movement.

SAFESPORT CODE

The SafeSport Code defines the U.S. Center for SafeSport's authority and jurisdiction, prohibited categories of abuse and misconduct, and the Center's process for responding to and resolving abuse and misconduct claims affecting the U.S. Olympic and Paralympic Movement. The Code applies to all Participants in the Movement, and the Center's authority to enforce it derives from the federal SafeSport Act.

U.S. OLYMPIC & PARALYMPIC COMMITTEE (USOPC)

The national committee for the United States for the training, entering, and funding of U.S. teams for the Olympic, Paralympic, Youth Olympic, Pan American, and Parapan American Games.

U.S. OLYMPIC AND PARALYMPIC MOVEMENT (THE MOVEMENT)

An umbrella term that incorporates all individuals affiliated with the U.S. Olympic & Paralympic Committee, and more than 50 affiliate sport national governing bodies and their local affiliate organizations. The U.S. Center for SafeSport has jurisdiction over the Movement on matters related to abuse and misconduct. It does not have such jurisdiction over individuals outside the Movement.

CDD CATEGORY DEFINITIONS

PERMANENT INELIGIBILITY

This means that a Participant is permanently prohibited from participating, in any capacity, in any program, activity, event, or competition sponsored by, organized by, or under the auspices of the USOPC, any NGB, and/or any LAO, or at a facility under their jurisdiction. This sanction is imposed only when a Participant is found to have engaged in egregious forms of misconduct and represents a permanent bar from participation in Olympic and Paralympic sport.

INELIGIBILITY

This means that a Participant is prohibited from participating in Olympic and Paralympic sport, similar to a suspension, essentially "until further notice." Ineligibility is a sanction typically imposed when a Respondent has pending criminal charges for serious forms of misconduct, in violation of the Criminal Charges and/or Disposition provision of the SafeSport Code. These matters are often reevaluated by the Center once those pending charges reach some form of resolution within the criminal justice system.

SUSPENSION

A specific period of time during which a Participant is prohibited from participating, in any capacity, in any program, activity, event, or competition sponsored by, organized by, or under the auspices of the USOPC, any NGB, and/or any LAO, or at a facility under their jurisdiction. Suspensions are imposed in response to various forms of misconduct, with lengths ranging from a few weeks, to several months, to multiple years, depending on the severity of the misconduct. Virtually all suspensions are issued alongside additional requirements that must be completed in order for a Participant to return to sport and are often followed by probation.

TEMPORARY RESTRICTIONS

Temporary Restrictions are imposed or adopted on a case-by-case basis and take all currently available information into account. Temporary Restrictions are only implemented when necessary and are narrowly tailored to mitigate the specific potential risks posed—either to a specific individual(s) or to the broader sport community. The imposition of Temporary Restrictions is not a finding that misconduct occurred, but rather a precautionary measure taken to mitigate potential risks; and Temporary Restrictions can be modified or removed as information and evidence is obtained throughout the investigative process. For more information regarding how the Center assesses the need for Temporary Measures, see Section XII of the SafeSport Code.

SUSPENSION FROM ALL CONTACT WITH MINORS

This sanction, which was occasionally imposed by NGBs prior to the Center's existence, prohibits all contact with minors in the context of sport.

TEMPORARY SUSPENSION

This means that a Participant is temporarily prohibited from participating, in any capacity, in any program, activity, event, or competition sponsored by, organized by, or under the auspices of the USOPC, any NGB, and/or any LAO, or at a facility under their jurisdiction. A Temporary Suspension is only implemented in matters where the Center has sufficient evidentiary support.

CASE OUTCOME DESCRIPTIONS

ADMINISTRATIVE CLOSURES

The Center, in its discretion, may administratively close a matter after exercising jurisdiction. A case that is Administratively Closed will not be reopened, absent extraordinary circumstances. Administrative Closures include the following:

- a. No Applicable Policy: The alleged violation, even if true, would not rise to the level of a Code violation.
- b. Previously Adjudicated: The specific allegations reported to the Center are confirmed to have been appropriately adjudicated and/or formally resolved by the USOPC, NGB, or LAO, and no new information that materially changes the determination and outcome of the previous adjudication has been presented to the Center.
- c. Admonishment: The Center determines the alleged misconduct may presently or, if the conduct continues, in the future violate the Code and is best addressed with a Respondent via an educational conversation, followed by a Letter of Admonishment. The Letter of Admonishment may be used as an aggravator in any subsequent

GLOSSARY

case(s) involving conduct of a similar nature. An Admonishment does not constitute a finding or admission by the Respondent of a Code violation. An Admonishment constitutes a final and binding disposition of the matter.

d. Letter of Concern (Minor Respondents only): The Center determines that alleged misconduct may presently or, if the conduct continues, in the future violate the Code and is best addressed with a Minor Respondent and/or their Parent/Guardian with an educational conversation, followed by a Letter of Concern. The Letter of Concern may be used as an aggravator in any subsequent case(s) involving conduct of a similar nature. A Letter of Concern does not constitute a finding or admission by the Minor Respondent of a Code violation. A Letter of Concern constitutes a final and binding disposition of the matter.

e. Deceased Respondent: The Center confirms the Respondent is deceased.

f. Unsupported Allegations: The reported Claimant(s) deny that they have experienced misconduct, and there is no corroborative evidence to support the allegation(s).

ADMINISTRATIVE HOLD

An Administrative Hold is the Center’s recognition that there is currently insufficient information to proceed with an investigation; however, the Center holds these matters thereby retaining jurisdiction and may re-open them at any time when sufficient information is made available.

Administrative Holds may occur for any one or more of the following reasons:

a. Insufficient Information: There is insufficient information to proceed with or continue a formal investigation regarding an alleged violation of the Code. Lack of party and/or witness participation and/or relevant documentary evidence impedes a full assessment of the allegations, and such participation and/or evidence, if they were to become available, would be necessary to determine investigatory finding(s) or policy application.

b. Claimant Declined: The Center has made the requisite attempts to contact the Claimant and the Claimant has reported that they do not want to or are unable to participate in the Center’s process at this time, and their participation is deemed necessary for the Center to proceed with an investigation.

c. Non-Responsive Claimant: The Center has made the requisite attempts to contact the Claimant and the Claimant has been non-responsive, and their participation is deemed necessary for the Center to proceed with an investigation.

d. Unidentified Claimant: The Center has received a report of misconduct which does not identify the Claimant. The Center has made the requisite attempts to contact the Third-Party Reporter/witnesses, and the Center has been unable to identify a Claimant, and their participation is deemed necessary for the Center to proceed with an investigation.

JURISDICTIONAL HOLD

A Jurisdictional Hold occurs when the Center receives a report of misconduct allegedly perpetrated by a particular individual who is not currently affiliated with or participating in the Movement but who was previously in sport. These matters are held by the Center until such time as the individual becomes or seeks to become a Participant in the Movement, at which time the matter will undergo the Center’s investigative process.

JURISDICTION DECLINED

The Center has exclusive jurisdiction over allegations of sexual misconduct, but it also has discretionary authority to investigate other forms of misconduct such as emotional and physical misconduct. The Center generally chooses to handle discretionary matters when they: 1) involve

severe injuries; 2) are related to a matter the Center has exclusive jurisdiction over; or 3) when an NGB has a conflict of interest. The Center carefully reviews each case before declining jurisdiction, and refers the matter back to the NGB for investigation and resolution.

VIOLATION

The Center has completed its investigation and determined there is sufficient information, by a preponderance of the evidence (more likely than not), to support a finding that the Respondent violated the Code. The written Notice of Decision (NOD) will note the violation and identify one or more appropriate sanction. The Claimant, Respondent, and the NGB will be notified of the Decision. The NOD will set forth any violation(s) of the Code, as supported by the rationale set forth in the Decision and Investigation Report; the sanction(s) imposed against the Respondent (if applicable); and the rationale for any sanction(s) imposed.

NO VIOLATION

The Center has completed its investigation and there is insufficient evidence to support, by a preponderance of the evidence, that the Respondent engaged in conduct that violated the SafeSport Code. In cases for which no violation is found, no sanctions are issued.

Beginning in April 2024, the Center redefined and recategorized Administrative Holds and Administrative Closures to provide more clarity and understanding. As a part of this change, the Center now provides to participants in its process and NGBs specific categories that explain the reason for these outcomes. (Insufficient Information and Unidentified Claimant are the only Administrative Hold subcategories provided to NGBs.) The Center continues to preserve its ability to hold a case with the potential for re-opening it if more information becomes available or a Claimant later decides to participate in the investigative process.

Please note: The data contained in this Annual Report is presumed to be accurate but may contain variances or inaccuracies due to changes in data collection systems and timing.



uscenterforsafesport.org