



U.S. CENTER FOR
SAFESPORT[®]

CHAMPION RESPECT. END ABUSE.[®]



**Leadership & Management
Training Services
Request for Proposals 2026**

**Staff Leadership &
Management Training
Requests for Proposals**

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01. SUMMARY

The U.S. Center for SafeSport (the Center), a 501(c)(3) nonprofit, was codified by the Protecting Young Victims from Sexual Abuse and Safe Sport Authorization Act of 2017. The Center is mandated to provide reporting, investigation, and resolution of alleged instances of abuse to the U.S. Olympic and Paralympic Committee Movement and the associated National Governing Bodies.

This Request for Proposal (RFP) invites submissions by highly qualified vendors with a proven track record of providing robust leadership development, management training, executive coaching, and team effectiveness services (Training Services) to mid-size nonprofit organizations, or similar clients.

The successful bidder will be a strategic partner who can support both immediate leadership needs and broader organizational capability-building, including facilitation of training and breakout sessions during our in-person All-Staff gathering scheduled for September 14-17 (dates tentative and subject to change). Providers based in the Denver area will be given priority consideration.

More information can be found here: uscenterforsafesport.org

02. ORGANIZATIONAL OVERVIEW

The U.S. Center for SafeSport is an independent, nonprofit 501(c)(3) organization established in March 2017 in the wake of several high-profile abuse cases. The Center is responsible for responding to and preventing emotional, physical, and sexual misconduct and abuse in the U.S. Olympic and Paralympic Movement. Under the Protecting Young Victims from Sexual Abuse and Safe Sport Authorization Act of 2017, we are the only organization in the country congressionally mandated to take on this task. The law entrusts the Center as the exclusive authority to respond to reports of abuse and misconduct within the United States Olympic & Paralympic Committee (USOPC) and their recognized National Governing Bodies (NGB) and High-Performance Management Organizations (HPMO). We are also an educational resource for sports organizations at all levels, from grassroots amateur sports organizations to professional leagues. Our mission is to make athlete well-being the centerpiece of our nation's sports culture through abuse prevention, education, and accountability. We live this mission every day by focusing on the fundamentals needed to change sports culture.

03. CORE OBJECTIVES

The overall objective for Training Services is to strengthen leadership effectiveness, improve manager capability and accountability, foster team cohesion, and equip leaders at all levels to support a high-performing, mission-driven organization.

04. PROPOSAL REQUIREMENTS

1. A proposal that responds to all questions in the RFP. Each response must show the subheadings and the number of the corresponding question or requirement.
2. An official, signed and authorized letter must accompany your proposal from an authorized executive to speak on behalf of the organization.
3. Pricing - please see the details and format outlined in “Bid Pricing” below.
4. Description of current/clients/organizations, scope of your organization’s expertise, and three references from current clients.
5. Disclosure - please list if any current or past clients include the U.S. Olympic & Paralympic Committee (USOPC) or any of the National Governing Bodies (NGB) as recognized by the USOPC. And if so, certification regarding the protection of client information.

Center RFP Terms and Conditions

1. Vendors may withdraw their proposal at any time during the RFP process. To withdraw a proposal, please send an email stating you withdraw to StaffTrainingRFP@safesport.org
2. All expenses incurred for the preparation and submittal of the RFP response are the sole responsibility of the vendor and shall not be charged to the Center.
3. All information in this proposal is confidential and proprietary, and may not be communicated in part, or in whole to any third party without the Center’s knowledge and written approval.
4. Vendors must supply their company’s standard contractual terms and conditions for review by the Center.

RFP Proposal Submission Instructions & Guidelines

Proposals should include detailed responses in the order listed below, as applicable to the vendor:

1. Company Information:
2. Full legal business name, including any DBAs
3. Primary business/headquarters address, and any other locations
4. Primary contact for the RFP submission
5. Description of the ownership structure
6. Number of employees
7. A brief history of the company and the year it was founded
8. Website(s) and social media handles

Demonstration of Experience

1. Experience providing leadership development to mission-driven, nonprofit, compliance, government, or similarly complex organizations
2. Credentials/certifications of facilitators and coaches
3. Experience with executive coaching for senior leaders
4. Ability to scale services across multiple employee levels
5. Experience facilitating in-person retreats or all-staff meetings
6. Measurement of outcomes / ROI methodologies
7. References from comparable organizations
8. Briefly share what makes the company outstanding or unique or particularly applicable to the organizations the Center serves.

Proposed Training Services

1. Recommended approach for annual leadership development partnership
2. Recommended agenda/options for September All-Staff week
3. Executive coaching methodology and availability
4. Proposed project team / bios
5. Earliest start date

05. TIMELINE

RFP Release Date: April 30, 2026

Questions Due: May 8, 2026

Closing Date: May 15, 2026

RFP Review and follow-up to vendors if RFP clarification is needed: by May 29, 2026

Short-listed vendor presentations: Week of June 22, 2026

Projected assignment of contract: no later than July 6, 2026

Training Services Launch: Immediate upon award

September All-Staff Planning Begins: No later than July 24, 2026

Written responses and the completed proposal package must be submitted via email in PDF format to: StaffTrainingRFP@safesport.org;

Subject Line: Leadership Development RFP Submission

06. PRICING

Proposed pricing structure should include:

1. Hourly coaching rates
2. Workshop/session pricing
3. Annual retainer options
4. Travel expenses (if applicable)

07. CRITERIA FOR SELECTION

The process for an agreement, execution of a contract, and implementation of services should progress as follows:

Vendor Presentations

Selected vendors will be invited to present an online demonstration to Center representatives. The Center may elect to request a live presentation in Denver, CO. Vendors will be expected to outline and elaborate on their proposal and to field questions, as appropriate.

Bid Selection

The Center reserves the right to reject any and all proposals, in whole or in part; to waive any technicalities and minor irregularities; and to request additional information and clarification from bid respondents. The Center further reserves the right to award a contract that, in its sole judgment, is deemed to be in its best interest and to comply with Federal law and Federal grant requirements. Proposals will be evaluated on:

- Quality and relevance of experience
- Practicality of approach
- Ability to customize solutions
- Strength of facilitators/coaches
- Cost effectiveness
- Availability/timeline
- Cultural fit with organization values and mission

Terms of Agreement

The contract termination and renewal terms will be outlined in the agreement. The executed contract will be governed by laws in the State of Colorado and in compliance with other Federal Grant requirements.

Compliance with Applicable Law

The successful vendor shall at all times observe and comply with Federal, State and local laws, ordinances, orders and regulations existing at the time of or enacted subsequent to the execution of this contract that in any manner affects the completion of the work.

Certification of Confidentiality

The vendor and the Center mutually agree that any, and all financial, enrollment, planning, and other sensitive information contained in the RFP and submitted proposals, or shared with each other during either the bidding, negotiation process or the performance of any agreement will be kept confidential.

Assignment and Subcontracting

The contracted vendor must provide assurance that the contract will not be assigned or transferred without the knowledge and written consent of the Center. Subcontracting of the entire operation or any portion thereof is prohibited without the prior approval and written consent of the Center.

Equal Employment Opportunity

The U.S. Center for SafeSport does not discriminate on the basis of race, color, gender, religion, sexual orientation, national or ethnic origin, age, disability, marital status, or veteran status in any program or activity or with regard to admission or employment. A selected vendor must likewise comply with all Equal Opportunity laws.