

# PREVENTION STARTS HERE

2019 ANNUAL REPORT

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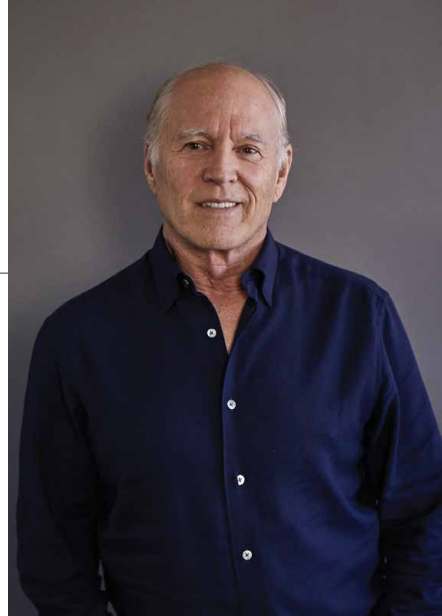
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### FROM FRANK MARSHALL, CHAIR, BOARD OF DIRECTORS, U.S. CENTER FOR SAFESPORT



Dear Friends,

It is my pleasure to present you with the 2019 Annual Report from the U.S. Center for SafeSport, an organization I hold near and dear to my heart. The Center recently celebrated its third anniversary, and I am proud to have served on the Board of Directors since the beginning. Three years isn't much time, but the Center has accomplished an awful lot in its short existence.

Since opening in March 2017, the Center has provided a safe, professional, and confidential place for individuals within the U.S. Olympic and Paralympic Movement to come forward and report sexual misconduct. The Center has also:

- Developed training and educational tools to help everyone understand what abuse looks like and how to prevent it,
- Created policies, procedures, and oversight practices to promote athletes' overall wellbeing and to ensure their safety when they are training and competing, and
- Established mechanisms that allow for the reporting, investigation, and resolution of cases of abuse and misconduct.

As an athlete and a supporter of Team USA, I understand how critical these services are. I also understand how incredibly challenging the Center's mission is. Changing the culture of sport is everyone's responsibility, but the Center is leading the way and blazing the trail.

I encourage you to read on and learn more about the Center's work over the past year, as well as find out what's in store for the future. Thanks for your continued support of this incredible group.

Regards,

Frank Marshall

### FROM JU'RIESE COLÓN, CHIEF EXECUTIVE OFFICER, U.S. CENTER FOR SAFESPORT

Dear Partners,

Just over three years ago, the U.S. Center for SafeSport opened its doors. Our task was huge, but our mission was simple: end abuse in sport. We knew it wasn't going to be easy; to accomplish this we needed to do something unprecedented. We needed to create systemic culture change within the Olympic and Paralympic Movement.

Changing culture can be difficult. It doesn't happen overnight, and it requires commitment from all those involved to truly take hold. But above all, it demands consistency and accountability—fundamentals the Center has prioritized and will continue to do so.

The groundwork we've laid supports long-lasting culture change and will impact the Olympic and Paralympic Movement for years to come. We've developed Movement-wide safety policies, trained more than 1 million participants to better understand boundaries and recognize red flags, audited every National Governing Body, and sanctioned more than 600 individuals from participating in sport.

The first three years were certainly challenging. With COVID-19, one could certainly argue that the next three won't be any easier.

As the nation prepares to return to sport, the Center will remain focused on the needs of the Olympic and Paralympic community, recognizing that some of those needs will evolve over time. To ensure we remain focused and flexible, we will prioritize four key areas: accountability, reach, partnership, and sustainability.

These priorities are why we have invested in our staff and enhanced technology to facilitate more investigations. We are poised to train twice as many participants, will develop more tools and resources to address and prevent abuse, and will strengthen our communication efforts with athletes and coaches. We will also delve deeper into our data to help support long-term sustainability to ensure the Center continues to support athletes for years to come.

We have a tremendous challenge in front of us. Some have called it an impossible task. However, I am confident every step we have taken up to this point has prepared us for what lies ahead.



We remain committed to fulfilling our mission of protecting athletes and changing culture within sport. And we will never stop holding accountable those who seek to harm athletes.

I am humbled to be at the helm of an organization with such tremendous responsibility and am excited for our future.

Sincerely,

Ju'Riese Colón



# WHO WE ARE

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.

## POLICY & PREVENTION

We educate coaches, athletes, and others involved in sport to prevent abuse, recognize signs of grooming, understand appropriate boundaries, and report. We believe prevention, education, and training are critical to culture change.

## ORGANIZATIONAL ACCOUNTABILITY

We develop athlete safety policies and best practices for the USOPC, more than 50 NGBs, and 5 HPMOs, representing 13-18 million participants. The Center also holds every one of these organizations accountable through a comprehensive audit and compliance program.

## INDIVIDUAL ACCOUNTABILITY



We thoroughly investigate allegations of emotional, physical, and sexual abuse and misconduct, and prohibit those who violated the SafeSport Code from participating in Olympic and Paralympic sport.

# OUR HISTORY

## 2017

-  **THE CENTER OPENS ITS DOORS** on March 3
-  **SAFESPORT CODE RELEASED** on March 3
-  **281 REPORTS MADE TO THE CENTER** with 324 Total Cases at Year End

## 2018

-  Protecting Young Victims from Sexual Abuse and Safe Sport Authorization Act of 2017 ("**SAFE SPORT ACT**") Signed into law on February 14
-  **SAFESPORT CODE UPDATED** on March 12
-  **1,848 REPORTS MADE TO THE CENTER** with 1,649 Total Cases at Year End

## 2019

-  **MINOR ATHLETE ABUSE PREVENTION POLICIES** Released on January 23
-  **SAFESPORT CODE UPDATED** on April 15
-  **MINOR ATHLETE ABUSE PREVENTION POLICIES IMPLEMENTATION GUIDE** Released on June 23
-  **CEO JU'RIESE COLÓN** Joins the Center
-  **OVER 1 MILLION PEOPLE** Trained by the Center
-  **2,770 REPORTS MADE TO THE CENTER** with 2,233 Total Cases at Year End



"I personally wanted to thank you for your professionalism today regarding my son [...] he recognizes his actions were not acceptable and his language was disrespectful [...] hard lessons for sure and we spoke at length this afternoon about mistakes we make but learning from them and growing as an individual. Thank you for your patience with him today and we appreciate you and your commitment in keeping athletes safe."

#### PARENT OF A MINOR RESPONDENT

"If it wasn't for the U.S. Center for SafeSport training videos we watched, we do not believe we would have identified that our daughter's former coach had been grooming her for the purposes of establishing an intimate relationship with our young athlete. It's likely we would have never known to ask our daughter more about it, and ultimately, this led to our daughter reporting the concern. We wish to express gratitude to the Center."

#### ONLINE FEEDBACK FROM A PARENT



#### REPORTS RECEIVED BY THE CENTER



TOTAL SINCE OPENING:  
**4,899**

**1,218** NUMBER OF NAMES

#### IN THE CENTRALIZED DISCIPLINARY DATABASE

The Center's CDD lists individuals who have been sanctioned, including those who have been rendered permanently ineligible to participate in sport.

MORE THAN  **ONE MILLION** PEOPLE

Completed the Center's online training by December 2019

## POLICY & PREVENTION

The U.S. Center for SafeSport was established with the goal of providing a safe and confidential space for individuals to report instances of abuse and misconduct within the U.S. Olympic and Paralympic Movement. At the time we opened, there were no uniform policies in existence that protected athletes from emotional, physical, and sexual abuse, so we set out to remedy that.

In January 2019, the Center launched the Minor Athlete Abuse Prevention Policies (MAAPP), which established consistent training and policy requirements for the U.S. Olympic & Paralympic Committee and more than 50 NGBs and HPMOs—representing a combined total of 13–18 million participants. The MAAPP is the foundational document that defines the culture within the Movement. With it, we set forth training and education requirements and policies detailing appropriate interactions between adult participants and minor athletes to which NGBs and the USOPC must adhere.

When it comes to creating sporting environments that are safe, respectful, and free of abuse and harassment, policies are only as effective as people's understanding of them, so education and awareness are critical. We regularly engage nationally recognized experts, solicit feedback from the Olympic and Paralympic Movement, and analyze reports and cases.

We have assembled an internal team of subject-matter experts with experience in child advocacy, education, and abuse prevention. As a result, the Center has been able to create unique educational resources, including the SafeSport Trained Core and annual refresher courses, to increase knowledge and understanding of abuse, ways to recognize, and how to respond and report. We continue to build on those initial courses, developing and launching seven new resources in 2019.

Online training is key to educating the millions of athletes, coaches, and others who participate in the Olympic and Paralympic Movement. But to truly drive culture change, it is imperative that the Center also provide mechanisms for people to engage in different ways. In 2019, the Center regularly met with leaders in the sport community, reached 6,462 people through in-person trainings and online webinars, and regularly conducted training around the country for NGBs, athletes, parents, and coaches. We also continue to make our trainings available to professional sports teams and grassroots athletics programs to ensure we reach athletes of all ages and abilities.

We want every athlete, whether they are five or 55, to be protected. This includes kids just learning a sport at their local gym to those who are training to compete in the Olympic Games.





"I'm so glad SafeSport was here for me. This action is more important and validating to me than my lawsuit. I'm glad I can put [the case] behind me and I hope it helps others. I definitely feel closure."

#### A SAFESPORT CLAIMANT

"Words cannot express how grateful I am to you. Your skill and passion handling this case and at the same time helping and supporting was beyond extraordinary. I know I still have a lot of work to do going forward, but I have my life back thanks to you."

#### A SAFESPORT CLAIMANT



**627** INDIVIDUALS  
SANCTIONED  
SINCE 2017

**1** OUT OF **8** EVERY  
EVERY **8** 

athletes experience some form of sexual abuse or assault within their sport before age 18

*(Leahy, Pretty, & Tenenbaum, 2002)*

CENTER RECEIVES MORE THAN  
**200** | REPORTS  
OF ABUSE  
EACH MONTH

ATHLETES WITH DISABILITIES ARE UP TO

**4X** MORE  
LIKELY

to be harassed or abused than athletes without disabilities

*(Tuakli-Wosornu et al., 2020)*

## ORGANIZATIONAL ACCOUNTABILITY

Holding organizations accountable for their actions—and sometimes their inaction—is critical to culture change. The Center holds every single organization within the Olympic and Paralympic Movement accountable through a series of comprehensive audits.

Using the MAAPP as a baseline, the Center worked with every NGB to help them understand and implement consistent safety policies across their organization. In addition to hands-on technical assistance, in 2019, the Center audited all 50 NGBs and the USOPC against these policies. The audits focused on policy implementation, training, communication with participants, and quality control systems to ensure those who are suspended or deemed ineligible to participate in sport are not allowed to participate in training and events.

At the conclusion of each audit, the Center worked with NGBs to identify activities that were going well and areas where improvement was needed. Throughout the audit process, the Center also addresses

a broad range of cultural issues, provides tailored improvement plans based on needs and resources, and customizes tools and resources to facilitate ongoing education and compliance.

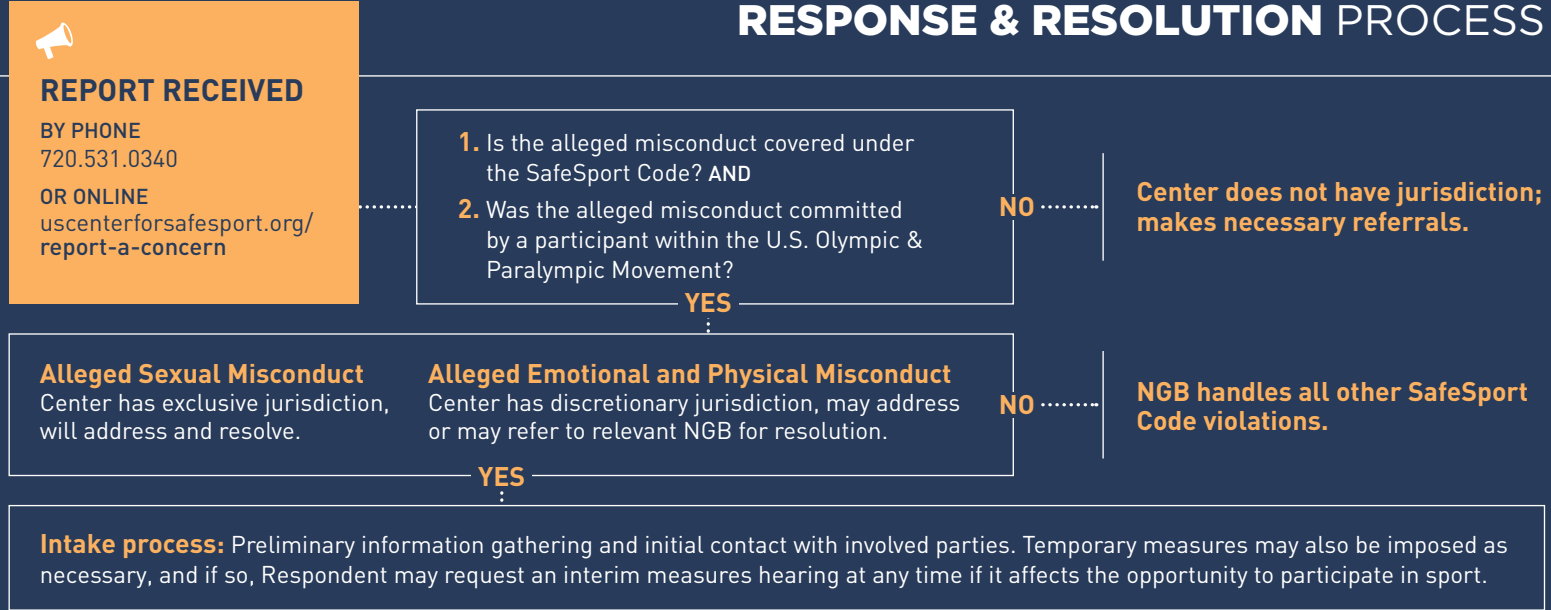
The Center reviews policies and conducts audits annually to facilitate continuous growth. We will continue this critical work in 2020 and beyond.



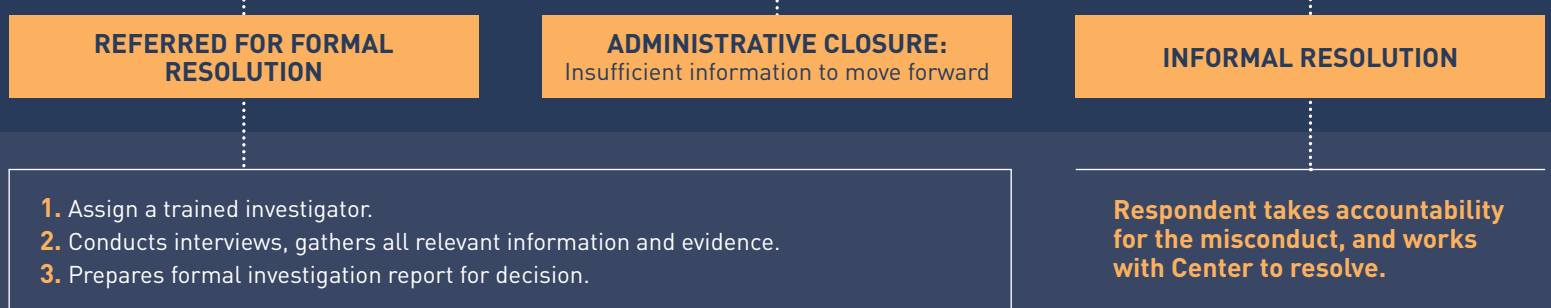


## RESPONSE & RESOLUTION PROCESS

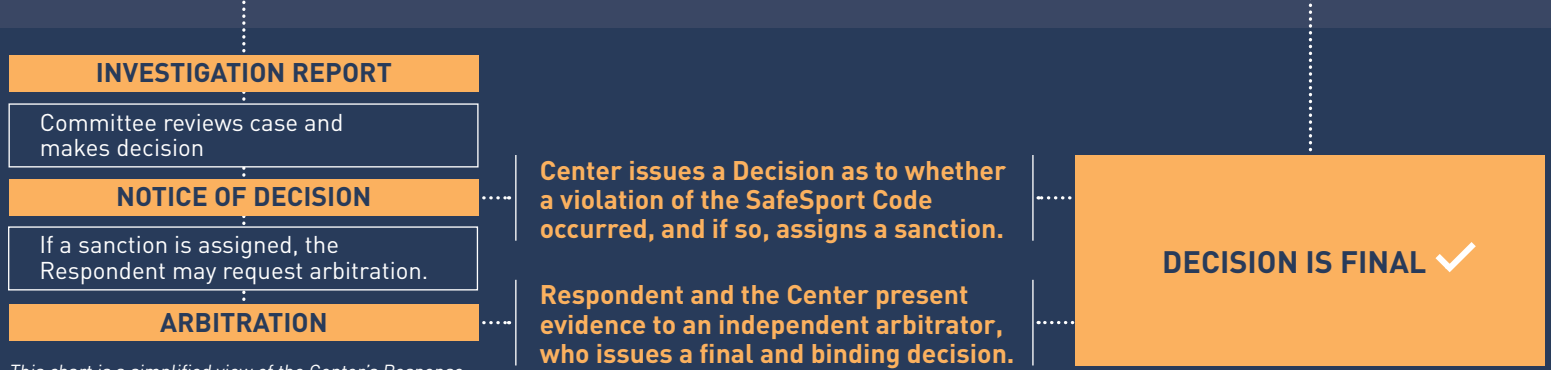
REPORTING AND INTAKE



INVESTIGATION



RESOLUTION



*This chart is a simplified view of the Center's Response and Resolution Process, please refer to the full policies and SafeSport Code at [uscenterforsafesport.org](https://uscenterforsafesport.org).*

## INDIVIDUAL ACCOUNTABILITY

Every single person involved in the Olympic and Paralympic Movement has a responsibility to protect the athletes who rely on sport for fitness, friendship and support, and skill development. The Center aims to give victims a voice, even when the justice system cannot. Our process was designed to hold individuals accountable for their actions—and it's working.

We began by creating the SafeSport Code, the rules and regulations that govern the behavior of participants in the Movement. To report violations of the Code, we offer a confidential reporting system either by phone, email, or online form. Claimants can engage at any time with our investigative team—a team that has more than quadrupled in size since opening our doors.

Our Investigators come from varied backgrounds. They are retired FBI and NCIS agents and sex-crimes detectives, former JAG prosecutors, Title IX investigators, public defenders, judges, and child protective services investigators. Many of them have spent their entire careers investigating sexual abuse.

The Center provides a consistent accountability mechanism and conducts thorough, neutral, trauma-informed, and unbiased investigations. Through these investigations, we are able to carry out

the critical work of responding to and resolving violations of the Code with a comprehensive process that is fair to everyone involved. Both Claimants and Respondents are afforded the opportunity to have their voices heard throughout the process.

When we first opened our doors, the Center received 39 reports of allegations of abuse each month. Now, three years later, we receive more than 200 reports a month of physical, emotional, and sexual abuse—an increase of more than 500%.

The Center also has multiple internal safeguards in place before any person is sanctioned or suspended. An arbitration process is also available so that those individuals who think we got it wrong can challenge our decision before an independent arbitrator.

In 2019, we implemented a new, more robust case management system and launched a new and improved database that centralized disciplinary histories across the U.S. Olympic and Paralympic Movement. By year's end, we had sanctioned a total of 627 individuals for egregious misconduct since opening in 2017.

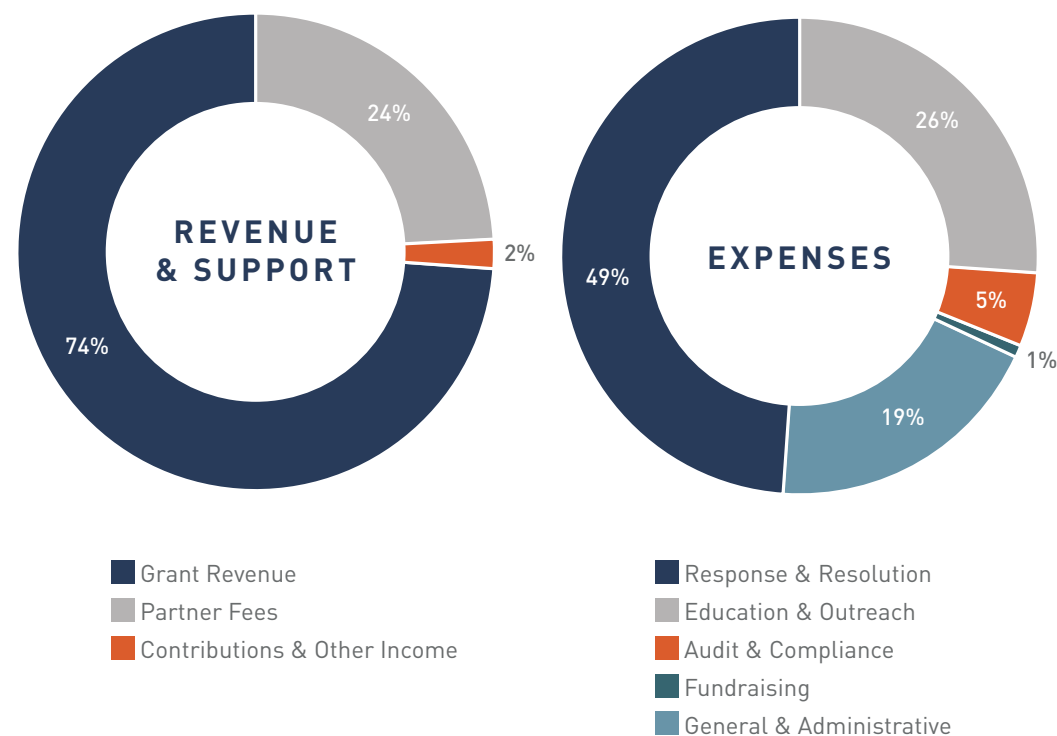
We take our duty of identifying people who don't belong in sport around children seriously. We also understand this process can be difficult, so we are here to provide support and—ultimately—healing and a sense of closure.





# FINANCIAL OVERVIEW

2019



## STATEMENT OF ACTIVITIES

Years ended December 31, 2019 and 2018

|                                    | 2019              | 2018             |
|------------------------------------|-------------------|------------------|
| <b>REVENUE &amp; SUPPORT</b>       |                   |                  |
| Grant Revenue                      | 8,208,168         | 4,559,879        |
| Partner Fees                       | 2,625,926         | 1,171,598        |
| Contributions & Other Income       | 205,858           | 405,320          |
| <b>Total Revenue &amp; Support</b> | <b>11,039,952</b> | <b>6,136,797</b> |
| <b>EXPENSES</b>                    |                   |                  |
| Program Services                   |                   |                  |
| Response & Resolution              | 4,675,379         | 3,245,846        |
| Education & Outreach               | 2,481,517         | 1,276,588        |
| Audit & Compliance                 | 447,999           | 0                |
| <b>Total Program Services</b>      | <b>7,604,895</b>  | <b>4,522,434</b> |
| Supporting Services                |                   |                  |
| Fundraising                        | 108,074           | 217,891          |
| General & Administrative           | 1,766,619         | 1,231,296        |
| <b>Total Supporting Services</b>   | <b>1,874,693</b>  | <b>1,449,187</b> |
| <b>Total Expenses</b>              | <b>9,479,588</b>  | <b>5,971,621</b> |
| <b>CHANGE IN NET ASSETS</b>        | <b>1,560,364</b>  | <b>165,176</b>   |

## STATEMENT OF FINANCIAL POSITION

As of December 31, 2019 and 2018

|  | 2019             | 2018             |
|--|------------------|------------------|
| <b>ASSETS</b>                                    |                  |                  |
| Cash & Cash Equivalents                          | 2,442,117        | 1,368,986        |
| Receivables                                      | 253,679          | 252,643          |
| Prepaid Expenses & Other Assets                  | 179,754          | 165,778          |
| Property, Equipment & Capitalized Software - Net | 677,839          | 981,507          |
| <b>Total Assets</b>                              | <b>3,553,389</b> | <b>2,768,914</b> |
| <b>LIABILITIES</b>                               |                  |                  |
| Accounts Payable & Accrued Expenses              | 784,636          | 875,520          |
| Deferred Revenue                                 | 80,812           | 765,817          |
| <b>Total Liabilities</b>                         | <b>865,448</b>   | <b>1,641,337</b> |
| <b>NET ASSETS</b>                                |                  |                  |
| Net assets without donor restrictions            | 2,512,941        | 793,577          |
| Net assets with donor restrictions               | 175,000          | 334,000          |
| <b>Total Net Assets</b>                          | <b>2,687,941</b> | <b>1,127,577</b> |
| <b>Total Liabilities &amp; Net Assets</b>        | <b>3,553,389</b> | <b>2,768,914</b> |





# OUR PARTNERS

The Center has joined forces with more than 150 youth sports and recreation organizations to offer our full suite of SafeSport trainings to coaches, staff, administrators, parents, and youth—for on-demand online training at home and during national events and competitions. Our like-minded and forward-thinking partners include organizations such as Major League Baseball, Junior NBA, Pop Warner Little Scholars, Ultimate (World Flying Disc Federation), First Tee, U.S. All Star Federation, ATA Martial Arts, National Congress of State Games, WGI Sport of the Arts, and Irish Dance Teachers Association of North America.

Additionally, we partner with leading software companies to deliver our courses coupled with cutting-edge compliance and safety platforms to sports-education organizations, Olympic foundations, gyms and fitness facilities, and recreation centers, as well as skiing, sailing, swimming, climbing, skating, and various other sport associations.

We also work closely with other nonprofit organizations around the country to enhance our educational offerings and expand our outreach efforts. By sharing our knowledge and drawing upon the expertise of others who specialize in youth and athlete advocacy and sexual abuse and violence prevention, we are working to ensure a better experience for athletes of all ages, levels, and abilities. As we grow these partnerships, we further our mission of protecting young athletes by expanding our education and outreach by training those who lead and mentor youth nationwide.

## BUSINESS PARTNERS



## EDUCATION AND OUTREACH PARTNERS



“Our partnership with the U.S. Center for SafeSport has allowed US Lacrosse to expand prevention and awareness training to coaches across the nation. Access to valuable training like this is essential to prevent abuse and misconduct in our sport.”

**STEVE STENERSEN, CEO, US LACROSSE**

“We’re grateful for the U.S. Center for SafeSport and their partnership. Bringing these tools to our members is crucial to help end abuse in the sports world. It’s something our members and Sports ETA are working to accomplish.”

**AL KIDD, PRESIDENT AND CEO OF THE SPORTS EVENTS AND TOURISM ASSOCIATION**



# GLOSSARY

## **SAFE SPORT ACT**

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

## **SAFESPORT CODE**

Establishes consistent standards of behavior across the U.S. Olympic & Paralympic Movement. The U.S. Olympic & Paralympic Committee (USOPC), National Governing Bodies (NGBs), High-Performance Management Organizations (HPMOs), and Local Affiliated Organizations (LAOs) must comply with the policies and procedures defined in the Code. All participants of these organizations are responsible for understanding and adhering to the Code.

## **U.S. OLYMPIC & PARALYMPIC MOVEMENT**

Includes the USOPC, NGBs, HPMOs, and LAOs.

## **U.S. OLYMPIC AND PARALYMPIC COMMITTEE (USOPC)**

The National Olympic Committee and the National Paralympic Committee for the United States.

## **NATIONAL GOVERNING BODY (NGB)**

A U.S. Olympic National Governing Body, Pan American Sport Organization, or Paralympic Sport Organization recognized by the USOPC.

## **LOCAL AFFILIATED ORGANIZATION (LAO)**

A regional, state, or local club or organization directly 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.

## **CENTRALIZED DISCIPLINARY DATABASE**

A resource designed to keep the public informed when individuals connected with the U.S. Olympic & Paralympic Movement are subject to either 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, LAOs, or the USOPC, including those rendered prior to the establishment of the Center.

## **SAFESPORT CLAIMANT**

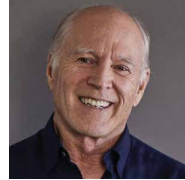
A participant in the U.S. Olympic & Paralympic Movement who is alleged to have experienced conduct that constitutes a Code violation.

## **SAFESPORT RESPONDENT**

A participant in the U.S. Olympic & Paralympic Movement who is alleged to have violated the Code.



# BOARD OF DIRECTORS



**Frank Marshall**  
Principal,  
The Kennedy/Marshall  
Company



**Regis Becker**  
Senior Consultant,  
Becker & Company



**Connie Smotek**  
Office Manager, Texas A&M  
University AgriLife Extension



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Funding Commission



**Jessica Herrera-Flanigan**  
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Philanthropy, Americas, Twitter



**Megan Ryther**  
Associate Attorney,  
Ice Miller



**Julie Novak**  
Vice President of Child Safety,  
Big Brothers Big Sisters of  
America



**Angelo Giardino**  
Department Chair of  
Pediatrics, University of Utah  
Chief Medical Officer,  
Primary Children's Hospital



**Pat Harned**  
Chief Executive Officer,  
Ethics & Compliance Initiative

The U.S. Center for SafeSport Board of Directors plays a critical role in achieving our mission. These nine individuals from varied backgrounds share the Center's ideals and principles and provide the knowledge and experience to advise our team in a unique and dynamic landscape. Our Board members are experts in abuse prevention and investigation, nonprofit and business leadership, ethics compliance, and sports administration, and two are elite athletes. They provide governance and support as the Center works to serve athletes and all those involved in amateur sports organizations.

## SUPPORT OUR CAUSE

Your tax-deductible donation helps the Center provide vital training, resources and response to prevent abuse and create safer sport environments.

## PLEASE SUPPORT OUR COMMITMENT TO ATHLETE SAFETY AT

[uscenterforsafesport.org/donate](https://uscenterforsafesport.org/donate)

## NEED TO REPORT?

Are you involved in the U.S. Olympic & Paralympic Movements and need to make a report to the Center? Use our online reporting system or make a confidential phone call today.

## REPORT BY PHONE

(720) 531-0340

## REPORT ONLINE

[uscenterforsafesport.org/  
report-a-concern](https://uscenterforsafesport.org/report-a-concern)

## ADDITIONAL RESOURCES

### GET TRAINED

Whether you are required to take the SafeSport™ Trained Course as part of a National Governing Body or just want to become better informed on athlete safety, the Center has the education for you.

### LEARN MORE AT

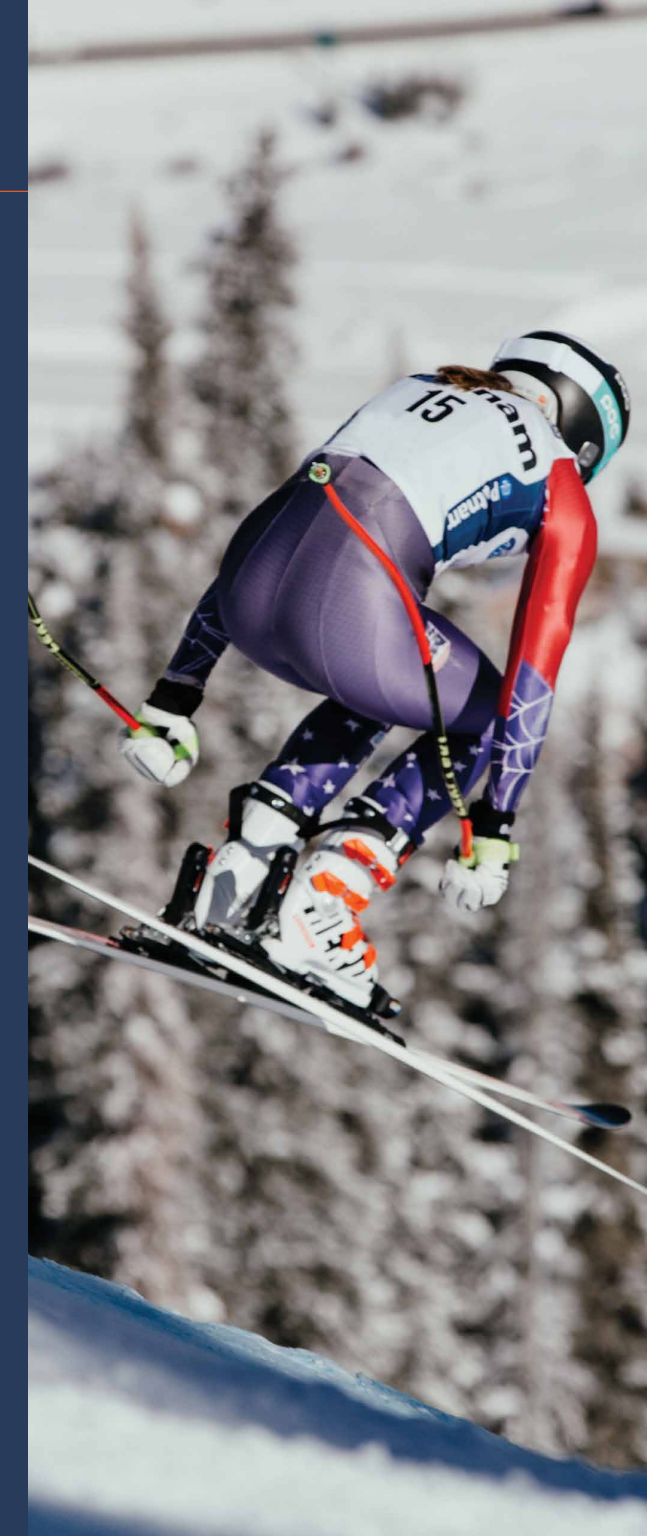
[uscenterforsafesport.org/  
training-and-education](https://uscenterforsafesport.org/training-and-education)

### LEARN THE POLICIES

The U.S. Center for SafeSport has many key policies, procedures and athlete safety requirements for National Governing Bodies.

### STAY UP-TO-DATE ON YOUR SAFESPORT OBLIGATIONS AT

[uscenterforsafesport.org/  
training-and-education](https://uscenterforsafesport.org/training-and-education)







 U.S. CENTER FOR  
**SAFESPORT™**  
CHAMPION RESPECT. END ABUSE.

[USCENTERFORSAFESPORT.ORG](https://USCENTERFORSAFESPORT.ORG)