



EVENT AUDIT REPORT

AUDIT AND COMPLIANCE DEPARTMENT

NGB NAME:

US Rowing

EVENT AUDIT SITE:

Summer National Championships

EVENT AUDIT DATE:

July 13, 2021

BACKGROUND AND AUDIT PURPOSE

The U.S. Center for SafeSport (hereinafter “the Center”) is committed to building a sport community where participants can work and learn together in an atmosphere free of emotional, physical, and sexual misconduct. Federal law authorized the Center to develop training to prevent abuse and policies and procedures for implementation by National Governing Bodies (NGBs) and Paralympic Sports Organizations to prevent abuse.

In accordance with 36 U.S. Code 220541, the Center has been granted authority to complete regular and random audits of the NGBs recognized by the U.S. Olympic & Paralympic Committee. The Center will objectively evaluate adherence and level of compliance to the requirements set forth in the U.S. Center for SafeSport Code and the Minor Athlete Abuse Prevention Policies (“the MAAPP”).

AUDIT SCOPE

The scope of this 2021 audit is based on the Event Audit Standards released to NGBs/USOPC on January 23, 2020. The requirements for each section of the audit are included in Appendix A.

The Audit covered the following areas:

- > EDUCATION AND TRAINING
- > COMMUNICATION AND REPORTING
- > QUALITY CONTROL

AUDIT METHODOLOGY

The Center adhered to the following audit protocol:

- *reviewed policies and procedures
- *evaluated processes
- *administered implementation fidelity testing
- *conducted on-site inspections and
- *conducted interviews with various individuals at the site of the competition.

AUDIT SUMMARY

Based on the audit methodology performed, the Center made findings as to whether the standards in Appendix A were met for Education and Training, Communication and Reporting and Quality Control (each using scoring guidelines in Appendix B).

SCORING SUMMARY

STANDARD	SCORE
EDUCATION AND TRAINING	NOT IMPLEMENTED
COMMUNICATION AND REPORTING	IMPLEMENTED
QUALITY CONTROL	PARTIALLY IMPLEMENTED

AUDIT AREA: **EDUCATION AND TRAINING**

REQUIREMENTS:

1. NGB must identify all adults at event required to complete the Center's Core SafeSport training.
2. NGB must provide a list of above adults to the Center.
3. NGB must ensure that all adults required to satisfy the Center's core SafeSport training requirements did so prior to the event/competition.

SCORE:

NOT IMPLEMENTED

RATIONALE:

Requirement No. 1 is not satisfied. Of the 10 individuals selected for testing, 6 (60%) were either included in or properly excluded from the list of individuals required to be trained. All four individuals excluded from the list were coaches. USRowing (USR) failed to identify all coaches at the event required to complete the Center's Core SafeSport training.

Requirement No. 2 is satisfied.

Requirement No. 3 is satisfied. Out of the 37 individuals selected for testing, 36 (97.30%) had properly completed training prior to the event.

CORRECTIVE ACTIONS:

1. At all USR sanctioned events, USR must (a) identify all individuals, including all coaches, required to complete the Center's Core SafeSport training, and (b) track that these individuals are confirmed to be trained prior to participation or are prevented from having regular contact or authority over minor athletes.

MANAGEMENT RESPONSE

PROCESS OWNER/RESPONSIBLE INDIVIDUAL:

Pamela Adler

ANTICIPATED TIMELINE: 11/12/2021

CORRECTIVE PLAN:

Although we have tremendous respect for the SafeSport auditors and have discussed this issue with them on several occasions, USRowing continues to disagree with the audit methods employed and the "not implemented" score in the Education and Training section. USRowing satisfied two out of the three requirements in this section, and we were within a single person of a very small nonrepresentative sample size of partially implementing the third requirement. Despite our well documented and extensive outreach and communication efforts to all participating clubs and their coaches, a very small number of these coaches still failed to properly register for this event even though they were aware of these requirements through our approved communications. Nevertheless, while their failure to register was unacceptable, each of these coaches was in fact fully SafeSport trained and compliant.

However, USRowing's corrective actions going forward will require all participants 18 years of age or older to take SafeSport training, regardless of whether they are in a position of authority or have contact with minors, including adult athletes who have no contact with minors.

AUDIT AREA: COMMUNICATION AND REPORTING

REQUIREMENTS:

1. NGB must communicate Reporting protocol and MAAPP requirements to the event director within 30days prior to the event/competition.
2. Event organizer (whether NGB or an Event Director) must communicate MAAPP requirements and Reporting protocol for MAAPP violations to all event/competition participants within 30 days prior to the event/competition. Day-of registrants must also be informed of MAAPP requirements and Reporting protocol of violations of the MAAPP during the event registration process.

SCORE:

IMPLEMENTED

RATIONALE:

Requirement No. 1 is not applicable, as USR was responsible for the operation of and was present at this event.

Requirement No. 2 is satisfied. USR sent communications of the MAAPP requirements and Reporting protocol to all participants either on June 29 or July 10th, 2021. EMS and support staff were communicated the MAAPP verbally before the event. Day-of volunteers received a copy of the MAAPP requirements and Reporting protocol via email. Camden County Medical personnel were verbally communicated the MAAPP and the Reporting protocol.

USR's procedure for event registration required member clubs to submit a team roster that included athletes and coaches who planned to participate in the event. However, some clubs did not include all coaches in their submission for registration. Therefore, some coaches at the event were not communicated the MAAPP and Reporting protocol. This finding did not impact the audit score.

CORRECTIVE ACTIONS:

1. USR must implement effective procedures to ensure all individuals participating in USR sanctioned events or competitions, including all coaches, receive MAAPP requirements and reporting procedures.

MANAGEMENT RESPONSE

PROCESS OWNER/RESPONSIBLE INDIVIDUAL:

Pamela Adler

ANTICIPATED TIMELINE: 11/12/2021

CORRECTIVE PLAN:

Communication and reporting were implemented but USRowing will always strive to improve communication to our members and we have already begun to proactively communicate the 2022 required changes. As part of the new 2022 USRowing Safe Sport Policy, all adult participants 18 years of age or older will now be required to be SafeSport trained.

AUDIT AREA: QUALITY CONTROL

REQUIREMENTS:

1. NGB must establish a quality control system for their sanctioned events/competitions.
2. The quality control system must include the following:
 - a. Written policy and procedure to ensure adults who have not completed the Center's Core SafeSport training are not able to have regular contact and/or authority over minor athletes (this includes walk-ups, day-of registrants, replacement referees/officials etc).
 - b. Written policy and procedure to ensure individuals who have been suspended and/or banned by the NGB and the U.S. Center for SafeSport are not able to participate in the event or competition.
 - c. Oversight and monitoring protocol by NGB including post-event/competition review to ensure individuals who should be precluded from participating in the event/competition are not able to participate in future events/competitions.

SCORE:

PARTIALLY IMPLEMENTED

RATIONALE:

Requirement No. 1 is satisfied.

Requirement No. 2(a) is partially satisfied. USR has a written policy to prevent adults who have not completed the Center's Core SafeSport training from participating in the event or having regular contact and/or authority over minor athletes. However, USR failed to ensure all coaches satisfied the Center's Core SafeSport training requirements before allowing participation and regular contact and/or authority over minor athletes.

USR's procedure for event registration required member clubs to submit a team roster that included athletes and coaches who planned to participate in the event. However, some clubs did not include all coaches in their submission for registration.

Requirement No. 2(b) is partially satisfied. USR has a written policy to prevent all individuals who have been banned and/or suspended from participating in the event. However, USR did not ensure all coaches participating at this event were checked against the banned and/or suspended lists.

Requirement No. 2(c) was satisfied. USR has a protocol stating that when USR staff is not on-site at an event, Event Directors must ensure that individuals who should be precluded from participating at an event are unable to participate. At the conclusion of the event, Event Directors are required to send a final participant list to USR staff for USR's final review.

CORRECTIVE ACTIONS:

1. USR must create a protocol for all USR sanctioned events and competitions that ensures all participants at the event required to be SafeSport trained, including all coaches at the event, are confirmed to be trained prior to participation or are prevented from having regular contact or authority over minor athletes.
2. USR must create a protocol for all sanctioned events and competitions that ensures all individuals at the event, including all coaches at the event, are checked against the banned/suspended list. The protocol must also state that anyone on the list is prevented from participation.

MANAGEMENT RESPONSE

PROCESS OWNER/RESPONSIBLE INDIVIDUAL:

Pamela Adler

ANTICIPATED TIMELINE: 11/12/2021

CORRECTIVE PLAN:

Quality Control was partially implemented. USRowing will take corrective action that will make it harder to gain access to the launching areas without credentials. Referees at check points, including at the launching docks, will require participants to have credentials in order to access the area. It is important for the Center to understand our venues, keeping in mind that most of our events take place at public parks where anyone can access. We would like to educate the Center as we work toward a plan. We intend to implement targeted signage to stop anyone without credentials from accessing a launching (or return) area and alerting those who are not properly registered to report immediately to the registration tent.

1. EDUCATION AND TRAINING

Auditor will request a list of all individuals specific to the NGB/USOPC who are required to take training (adult participants, coaches, referees/officials, volunteers, medical staff, contractors, etc.). All individuals with regular contact and/or authority over minor athletes must be SafeSport Trained prior to any event.

2. COMMUNICATION AND REPORTING

A minimum of one direct communication to event/competition organizers must be distributed no earlier than 30 days prior to the event/competition informing participants of the MAAPP requirements and be sent in the same manner as playing rules, code of conduct, etc. Communication must also include protocol for reporting suspected or alleged MAAPP violations.

3. QUALITY CONTROL SYSTEM

Auditor will evaluate the NGB/USOPC quality control system in place to ensure that suspended/banned individuals (either by the Center or the NGB/USOPC) and individuals who are not SafeSport Trained are unable to register or participate in the event/competition (testing based on credentialed, registered participants, not spectators).

Quality Control System must include:

- > NGB/USOPC policies and procedures pertaining to participant registration, and staffing and volunteers (e.g., requirement to cross-reference Center's Disciplinary Database prior to registration, manual list sent to competition organizers of those who are suspended or have not taken training, or give access to certain individuals running competition);
- > Policies and protocols in place to minimize the risk for individuals to slip through the cracks (1-day/short-term memberships, volunteers, on-site registration, last minute referee substitutions, etc.); and
- > Oversight and monitoring by NGB/USOPC even if not on-site (e.g., required to send list of participants to NGB/USOPC if registration is not done through NGB/USOPC) and back-end oversight to catch individuals who should not participate (assuming registration is not done through NGB/USOPC on the front end).

NOT IMPLEMENTED

A finding of this type indicates a minimal reduction in risk to minor athletes and reveals what is determined to be a poor environment of safety and well-being for minor athletes.

This can be a result of, but not limited to the following:

- > Complete absence of policies and/or relevant and supporting documentation where required.
- > Complete absence of communication to Applicable Adults regarding specific policy/requirements.
- > Complete absence of reporting and oversight structure for Required Prevention Policy violations.
- > Less than 70% compliance on Education & Training requirements.

PARTIALLY IMPLEMENTED

A finding of this type indicates a moderate reduction in risk to minor athletes and reveals what is determined to be a limited environment of safety and well-being for minor athletes.

This can be a result of, but not limited to the following:

- > Presence of policies but missing relevant and supporting documentation.
- > Presence of policies that do not meet the mandatory minimum requirements of the MAAPP.
- > Not adequately or consistently providing communication to Applicable Adults regarding policy/requirements.
- > Lack of an adequate reporting and oversight structure for Required Prevention Policy violations.
- > Between 70% and 90% compliance on Education & Training requirements.

IMPLEMENTED

A finding of this type indicates a significant reduction in risk to minor athletes and reveals what is determined to be a satisfactory environment of safety and well-being for minor athletes.

This can be a result of, but not limited to the following:

- > Presence of policies and all relevant and supporting documentation provided where required.
- > Adequate and consistent communication to Applicable Adults.
- > Adequate reporting and oversight structure for Required Prevention Policy violations.
- > 90% or higher compliance on Education & Training requirements.