

2023 EVENT AUDIT REPORT

AUDIT AND COMPLIANCE
DEPARTMENT

NGB NAME:
US Speedskating

EVENT NAME:
US Championships Short Track & Youth Olympic Winter Games Qualifier

EVENT SITE:
Utah Olympic Oval, Kearns, UT

EVENT DATE:
September 21 and 22, 2023

BACKGROUND AND AUDIT PURPOSE

The U.S. Center for SafeSport (the Center) is working to build a sport community in which everyone can work and learn together in an atmosphere free of emotional, physical, and sexual abuse and misconduct. Federal law 36 U.S.C. §220541 authorizes the Center to develop and enforce abuse prevention policies and procedures that the U.S. Olympic & Paralympic Committee (USOPC) and its National Governing Bodies (NGBs) must implement.

In accordance with that law, the Center has been granted authority to annually complete regular and random audits of NGBs and the USOPC. The Center objectively evaluates adherence and level of compliance to the requirements set forth in the SafeSport Code and the Minor Athlete Abuse Prevention Policies (MAAPP).

AUDIT SCOPE

This 2023 audit is based on Event Audit Standards articulated in the U.S. Center for SafeSport Audit and Compliance Manual.

The audit covered the following areas:

- > **EDUCATION AND TRAINING**
- > **COMMUNICATION AND REPORTING**
- > **QUALITY CONTROL**
- > **RESPONSE & RESOLUTION**
- > **MAAPP RISK ASSESSMENT**

AUDIT METHODOLOGY

During the audit, the Center:

- Reviewed policies and procedures
- Evaluated processes
- Administered implementation fidelity testing
- Conducted on-site inspections
- Interviewed individuals at the event site

SCORING SUMMARY

STANDARD	SCORE
EDUCATION AND TRAINING	IMPLEMENTED
COMMUNICATION AND REPORTING	IMPLEMENTED
QUALITY CONTROL SYSTEM	IMPLEMENTED
RESPONSE & RESOLUTION	IMPLEMENTED

AUDIT AREA: EDUCATION AND TRAINING

REQUIREMENTS:

1. Organization representative or Event Director must provide to the Center a list of all individuals who will be at the event and are in a role that would require them to complete SafeSport training; these roles include (but are not limited to) event staff, adult athletes, adults having regular contact with or authority over amateur athletes who are minors, coaches, referees/officials, volunteers, medical staff, contractors, or others. The list must also include all NGB board and staff members, **regardless of whether they were at the event**. Organization must ensure that:
 - a. those at the event required to be SafeSport Trained are current in their training within the previous 12 months
 - b. the list provided is inclusive of all individuals at the event who should be SafeSport Trained
 - c. training is current for NGB board and staff
2. Organization must provide copy of a direct communication (email or newsletter), sent to membership annually (every 12 months), that offers training for parents and Minor Athletes regarding prevention and reporting of child abuse.

SCORE:

Implemented

RATIONALE:

Requirement No. 1 is satisfied. Of the 20 individuals randomly selected for testing, 20 (100%) were current in their SafeSport training within the previous 12 months.

Requirement No. 1(b) is satisfied. Of the 7 individuals randomly selected for testing, 7 (100%) were properly included on US Speedskating's list of those at the event required to be SafeSport trained. US Speedskating required the following categories of individuals to be SafeSport trained: Event Doctors, Staff, Officials, Coaches, Adult Athletes, and Heatbox.

Requirement No. 1(c) is satisfied. Of the 16 board and staff members randomly selected for testing, 16 (100%) were current in their SafeSport training within the previous 12 months.

Requirement No. 2 is satisfied. US Speedskating provided parent and Minor Athlete training via email to their entire membership on July 25, 2023.

CORRECTIVE ACTIONS:

No Corrective Actions required.

MANAGEMENT RESPONSE

RESPONSIBLE INDIVIDUAL: N/A

DEADLINE: N/A

CORRECTIVE PLAN: No Management Response required.

AUDIT AREA: **COMMUNICATION AND REPORTING**

REQUIREMENTS:

1. Organization representative or Event Director must provide copy of a direct communication (either by email, newsletter, hard copy, or other electronic medium) made available to all event participants, including day-of registrants. Communication must include:
 - a. 2022 MAAPP requirements (either full policy or summary)
 - b. protocol for reporting all concerns involving alleged or suspected sexual misconduct, physical misconduct, emotional misconduct, or violations of the MAAPP.
2. Provide the Organization's written protocol for communicating—for all sanctioned events, to all event participants within the Organization—Center-approved Education and Training Policy and Required Prevention Policies and reporting protocols for all concerns involving alleged sexual misconduct, physical misconduct, emotional misconduct, or violations of the MAAPP.
3. Provide proof of communication of Quality Control System sent to all event directors of sanctioned events within current membership cycle.

SCORE:

Implemented

RATIONALE:

Requirement No. 1 is satisfied. US Speedskating sent an email to all event participants on September 13, 2023. This communication included information regarding the MAAPP and reporting protocols for alleged or suspected sexual, physical, and emotional misconduct. US Speedskating did not explicitly mention violations of the MAAPP, however, provided protocol to report 'any policy violations'.

Requirement No. 2 is satisfied. US Speedskating has a written protocol for all sanctioned events, for communicating to all event participants within the Organization, the Center-approved Education and Training Policy and Required Prevention Policies as well as the reporting protocols for all concerns involving alleged sexual, physical, emotional misconduct. US Speedskating's written protocol does not include explicit language regarding reporting protocols for violations of the MAAPP. This written protocol is located within the US Speedskating Quality Control System (QCS) document.

Requirement No. 3 is satisfied. US Speedskating provided proof of communication of Quality Control System sent to all club contacts and meet organizers of sanctioned events for the current membership cycle on September 7, 2023.

CORRECTIVE ACTIONS:

No Corrective Actions required.

MANAGEMENT RESPONSE

RESPONSIBLE INDIVIDUAL: N/A

DEADLINE: N/A

CORRECTIVE PLAN: No Management Response required.

AUDIT AREA: **QUALITY CONTROL SYSTEM**

REQUIREMENTS:

1. Organization or Event Director must implement a Quality Control System to ensure that individuals on the Organizational Exclusion List are unable to participate in any event, program, activity, or competition authorized by, organized by, or under the auspices of the Organization. The Quality Control System must also ensure that individuals who are required to be but are not SafeSport Trained are either prevented from participating or are in a role that does not include regular contact with or authority over amateur athletes who are minors.
2. The Quality Control System must include the Organization's written implementation protocol—clear action steps to effectuate policies—pertaining to all participant registration and onsite check-in. This written protocol must include and address the following:
 - a. One-day/short-term memberships
 - b. Day-of/on-site participant registration/substitutions (of athletes, staff, volunteers, vendors, coaches, officials, etc.)
 - c. Oversight procedures by the Organization when their staff is not on site at sanctioned events

SCORE:

Implemented

RATIONALE:

Requirement No. 1 is satisfied. US Speedskating has a protocol within their US Speedskating Safe Sport Quality Control document and their Instruction Documents for Local Organizing Committee (LOC) ensuring that individuals on the Organizational Exclusion List (OEL) are unable to participate in any event, program, activity, or competition authorized by US Speedskating.

US Speedskating includes a protocol to verify SafeSport training for all required individuals prior to an event, specifically using US Speedskating's membership management database (Sport:80). via the automated event registration functionality or can be checked manually.

Requirement No. 2(a) is not applicable. US Speedskating does not allow one-day / short term memberships.

Requirement No. 2(b) is satisfied. US Speedskating does not allow day-of registrations for coaches, athletes and officials. They do allow volunteers to register day-of. There were no day-of registrations at this event. However, US Speedskating's Safe Sport Quality Control document outlines protocols for events that do allow day-of/on-site or last-minute substitutions. US Speedskating's policy requires day-of volunteers to be checked against the OEL and provided a copy of the MAAPP and reporting mechanism.

Requirement No. 2(c) is satisfied. US Speedskating provides their LOCs a checklist to ensure compliance with SafeSport training and OEL requirements. Additionally, US Speedskating relies on their communication with the LOC; those communications includes all resources to run an event including signage, QR codes, and sample communication to event participants. US Speedskating also requires that sanctioned event applicants sign a form to ensure competitors are current with their SafeSport training (if applicable) and are not on the OEL. However, the link to the OEL in the LOC's Checklist document is a dead link.

CORRECTIVE ACTIONS:

1. US Speedskating must update the link in the LOC Instructions document to include a valid link to either the internal US Speedskating's Organizational Exclusion List or the Center's Centralized Disciplinary Database.

AUDIT AREA: **QUALITY CONTROL SYSTEM**

2. US Speedskating must update its policy to align with the guidance provided by the Center ensuring that Administrative Holds are checked at all sanctioned events and if an individual was on the Administrative Hold List, US Speedskating staff will immediately contact the Center, and prevent the individual from participation.

MANAGEMENT RESPONSE

RESPONSIBLE INDIVIDUAL: Sara Bowles and Marion Wohlrab

DEADLINE: December 29, 2023

CORRECTIVE PLAN:

1. US Speedskating has updated the LOC Instructions document to include valid links.
2. US Speedskating has added this requirement to the LOC Instructions and to the QCS document.

AUDIT AREA: **RESPONSE & RESOLUTION**

REQUIREMENTS:

(Summarized here: see Appendix B for full requirements effective Jan. 1, 2023):

1. Organization must provide its Response & Resolution policies to the Center.
2. Organization must post Center-specified Response & Resolution policy elements—and corresponding details—to its public website no later than Jan. 1, 2023. These elements include:
 - a. Reporting Mechanism
 - b. Referral of Reports to the Center
 - c. Jurisdiction Notifications
 - d. Mandatory Reporting
 - e. Prohibition of Retaliation
 - f. Response & Resolution of Reported Allegations
 - g. No Interference
3. Organization must ensure:
 - a. policies include language preventing Organization from interfering with any Center investigation.
 - b. requests from the Center are responded to within 72 hours
 - c. Organization has an assigned contact person responsible for replying to requests from the Center
4. Organization must provide the Center its written policy for collecting Data of Matters Addressed by the Organization, encompassing all elements listed in Appendix B Section 5.
 - a. Policy must also include Organization’s protocol to collect such data from LAOs, if applicable

SCORE:

Implemented

RATIONALE:

Requirement No. 1 is satisfied. US Speedskating had their Response and Resolution standards posted on their website by January 1, 2023 (December 22, 2023).

Requirement No. 2(a) is satisfied. US Speedskating’s reporting mechanism is on its website. US Speedskating sends all reports directly to the Center’s reporting page. This enables individuals to report all concerns involving sexual, physical, emotional misconduct, or violations of the MAAPP. The reporting mechanism does not have cost/fees or other financial barriers associated with submitting the report and allows for reports to be made anonymously. The policy does clearly define respective jurisdictional authority of the Center and US Speedskating.

Requirement Nos. 2(b, c, d, e, f, and g) are satisfied. US Speedskating provided its written policy in which these items are addressed in accordance with requirements in Appendix B, Section 2. Items may be found in various US Speedskating documents, specifically: US Speedskating Safe Sport Policy and Minor Athlete Abuse Prevention Policies and SafeSport Investigation Procedures document.

Requirement No. 3(a) is satisfied. US Speedskating’s Safe Sport Policy document has policies that include language preventing US Speedskating from interfering with any Center investigations.

Requirement Nos. (b and c) are satisfied. Within US Speedskating’s Safe Sport Policy document, it explicitly states that the US Speedskating SafeSport Manager and Membership Director shall be responsible for responding to all requests for information from the Center within 72 hours. Auditor reviewed findings of this standard that occurred between January 1, 2023, and the audit date. Of the 7 requests made from the Center to US Speedskating during this time period, 7 were responded to within 72 hours or were appropriately justified for exceeding 72 hours.

AUDIT AREA: **RESPONSE & RESOLUTION**

Requirement No. 4 (a) is satisfied. Within US Speedskating's Safe Sport Policy document, there is a policy to submit to the Center "Data of Matters Addressed by the Organization". The policy states that US Speedskating will collect and submit annually to the Center all reports made to US Speedskating encompassing all elements listed in Appendix B, Section 5. US Speedskating requires their Local Affiliated Organizations (LAOs) to report directly to the Center.

CORRECTIVE ACTIONS:

No Corrective Actions required.

MANAGEMENT RESPONSE

RESPONSIBLE INDIVIDUAL: N/A

DEADLINE: N/A

CORRECTIVE PLAN: No Management Response required.

AUDIT AREA: **RISK ASSESSMENT**

REQUIREMENTS:

During the Event Audit, the auditor also conducts a MAAPP Risk Assessment, which includes on-site observations, interviews of select individuals at the event and review of policies and procedures relative to the implementation of the 2022 MAAPP Required Prevention Policies. The Assessment focuses on:

1. General Observations
 - a. Event space/Event layout
 - b. Communications to participants
 - c. Credentialing system
2. Required Prevention Policies
 - a. How NGB has attended to the seven (7) prevention policies within the 2022 MAAPP
3. Response and Resolution
 - a. Specific policy items NGB is required to have posted publicly
 - b. How NGB addresses and tracks reports of misconduct that are not in the Center's jurisdiction

This section of the Audit Report details areas observed during the audit that were related to the Risk Assessment and were found to reflect increased risk to athlete safety and well-being.

RATIONALE:

There were no qualifying findings observed during the single-day event audit applicable to this section of the report.

CORRECTIVE ACTIONS:

No Corrective Actions required.

MANAGEMENT RESPONSE

RESPONSIBLE INDIVIDUAL: N/A

DEADLINE: N/A

CORRECTIVE PLAN: No Management Response required.

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 result from, but is not limited to, the following:

- Complete absence of policies and/or relevant and supporting documentation where required
- Complete absence of communication to Adult Participants regarding specific policy/requirements
- Complete absence of reporting and oversight structure for Required Prevention Policy violations
- Less than 70% compliance on Education & Training requirements
- Failure to identify or track two or more categories of individuals required to be SafeSport trained
- Failure to check against two or more categories of individuals in Organization's Quality Control System at event

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 result from, but is 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 Adult Participants regarding policy/requirements
- Lack of an adequate reporting and oversight structure for Required Prevention Policy violations.
- Above 70% and below 90% compliance on Education & Training requirements
- Failure to identify or track one or more categories of individuals required to be SafeSport trained
- Failure to check against one category of individuals in the Organization's Quality Control System at event

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 result from, but is not limited to, the following:

- Presence of policies and all relevant and supporting documentation provided where required
- Adequate and consistent communication to Adult Participants
- Adequate reporting and oversight structure for Required Prevention Policy violations
- 90% or higher compliance on Education & Training requirements
- Adequate tracking and inclusion of all individuals in all required categories in the Organization's Quality Control System at event

- 1) Organization's Response & Resolution standards must be posted on Organization's website no later than January 1, 2023.
- 2) Organization's Internal Response & Resolution Policies and Process:
 - a. **Reporting Mechanism:** The Organization must have a mechanism on their public website (such as a form or contact info for an athlete safety liaison) enabling individuals to report all concerns involving alleged sexual misconduct, physical misconduct, emotional misconduct, or violations of the MAAPP. The mechanism must:
 - i. Have no associated costs, fees, or other financial barriers attached to submitting a report
 - ii. Provide the option to report anonymously
 - iii. Clearly define for end users and provide online reporting mechanisms for the respective jurisdictional authority of the Center and the Organization (i.e., the Center has exclusive jurisdiction over allegations of sexual misconduct) and include a link to the Center's reporting portal (at uscenterforsafesport.org/report-a-concern)
 - b. **Referral of Report to the Center:** Any report received by the Organization of an allegation that falls within the Center's exclusive jurisdiction must be referred by the Organization directly to the Center immediately and no later than within 24 hours.
 - c. **Jurisdiction Notification:** The Organization must promptly inform an identified reporting party of its jurisdictional determination regarding their report to the Organization, communicating that the matter either is being referred to the Center, is being addressed by the Organization, or is being referred to a local affiliated organization.
 - d. **Mandatory Reporting:** The Organization must have a mandatory reporting policy that comports with the mandatory reporting of child abuse provisions in the SafeSport Code, including mandatory reports to law enforcement, compliance with any other applicable reporting requirements under state law, and mandatory reports to the Center.
 - e. **Prohibition of Retaliation:** The Organization must have a policy expressly prohibiting retaliation before, during, and after the process (whether led by the Organization or by the Center) of resolving an abuse or misconduct allegation.
 - f. **Response and Resolution of Reported Allegations:** The Organization must establish a policy that clearly states how the Organization and its local affiliated organizations will respond to and resolve reported allegations of abuse and misconduct that fall within its jurisdiction, as well as those over which the Center declines jurisdiction. It should include:
 - i. A mechanism/system for tracking reported allegations within the Organization's (or its local affiliated organization's) jurisdiction, reflecting how allegations were responded to, and their respective outcomes
 - ii. The designation of a representative at the Organization who ensures the Response and Resolution policy is being followed
 - g. **No Interference:** The Organization shall not interfere in, attempt to interfere in, or attempt to influence the outcome of, any Center investigation.
- 3) **Responsiveness to Requests from the Center:** The Organization must have a designated representative(s) and an established policy to respond to requests from the Center within 72 hours for:
 - a. The eligibility status of a Participant
 - b. The existence of Organization-imposed temporary measures or safety plans

4) Policy to Enforce Sanctions and Temporary Measures:

The Organization must have a Quality Control System meeting U.S. Center for SafeSport standards that prohibits individuals with sanctions or temporary measures (issued by the Center or the Organization) from participating in any event, program, activity, or competition authorized by, organized by, or under the auspices of the Organization. The Quality Control System also must ensure that individuals who are required to be but are not SafeSport Trained are either prevented from participating or are in a role that does not include regular contact or authority over amateur athletes who are minors.

5) Policy to submit to the Center “Data of Matters Addressed by the Organization”

The Organization must annually submit to the Center data regarding:

- a. Reports of emotional or physical misconduct made to the Organization or its local affiliated organizations
 - i. Total reported incidents of alleged emotional misconduct
 - ii. Total reported incidents of alleged physical misconduct
 - iii. Total number of investigations of alleged emotional misconduct
 - iv. Total number of investigations of alleged physical misconduct
 - v. Total number of violations for emotional misconduct adjudicated by the Organization, separated by cases adjudicated by NGB and cases adjudicated by its LAOs
 - vi. Total number of violations for physical misconduct adjudicated by the Organization, separated by cases adjudicated by NGB and cases adjudicated by its LAOs
- b. Reports to the Organization or its local affiliated organizations that a Participant violated the Minor Athlete Abuse Prevention Policies (MAAPP)
 - i. Total reported incidents of alleged violations of the MAAPP, by policy type
 - ii. Total number of investigations of alleged violations of the MAAPP
 - iii. Total number of violations of the MAAPP, separated by cases adjudicated by NGB and cases adjudicated by its LAO
- c. Reports to the Organization or its local affiliated organization that a Participant engaged in retaliation
 - i. Total reported incidents of alleged retaliation
 - ii. Total number of investigations of alleged retaliation
 - iii. Total number of violations of retaliation policy separated by cases adjudicated by NGB and cases adjudicated by its LAOs