

2023 EVENT AUDIT REPORT

AUDIT AND COMPLIANCE
DEPARTMENT

NGB NAME:
USA Table Tennis

EVENT NAME:
USA Table Tennis U.S. Open

EVENT SITE:
Ontario Convention Center, Ontario CA

EVENT DATE:
December 16, 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	PARTIALLY IMPLEMENTED
COMMUNICATION AND REPORTING	IMPLEMENTED
QUALITY CONTROL SYSTEM	IMPLEMENTED
RESPONSE & RESOLUTION	IMPLEMENTED

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:

Partially Implemented

RATIONALE:

Requirement No. 1(a) is partially satisfied. Of the 37 individuals randomly selected for testing, 31 (83.78%) were current in their SafeSport training.

Requirement No. 1(b) is partially satisfied. Of the 10 individuals randomly selected for testing, 8 (80.00%) were properly included on the USA Table Tennis (USATT) list of those at the event required to be SafeSport trained. There were two adult athletes on the list of those required to be SafeSport trained but the auditor confirmed that during pre-event registration, these athletes properly self-selected they did not have regular contact with or authority over Minor Athletes. USA Table Tennis requires the following categories of individuals to be SafeSport trained: USATT staff, event staff, certified coaches, adult athletes (that self-select), officials, volunteers, contractors and vendors.

Requirement No. 1(c) is partially satisfied. Of the 8 staff and board members randomly selected for testing, 6 (75%) had current training. It is required that all Organization staff and Board members are current in their SafeSport training annually, regardless of regular contact with or authority over Minor Athletes.

Requirement No. 2 is satisfied. USA Table Tennis sent an email to its entire membership on December 1, 2023, which offered training for both parents and Minor Athletes regarding prevention and reporting of child abuse.

CORRECTIVE ACTIONS:

1. USA Table Tennis must provide proof that all board members and all staff have current SafeSport training by February 9, 2024.
2. USA Table Tennis must update its policies to include a process that allows USATT to filter out, when creating a tracking list of those required to be SafeSport trained, any individuals who do not require SafeSport training.

MANAGEMENT RESPONSE

RESPONSIBLE INDIVIDUAL: Mark Thompson

DEADLINE: February 12, 2024

CORRECTIVE PLAN:

1. USA Table Tennis has confirmed the below listed individuals are current in their SafeSport Training (expiration date of Training Certificate listed in parentheses).

USA TABLE TENNIS STAFF:

Virginia Sung, Chief Executive Officer (10/25/2024)
Mark Thompson, Chief Operating Officer (08/14/2024)
Vlad Farcas, Events Manager (07/20/2024)
Tina Ren, Club and Membership Services (11/13/2024)
Josh Dyke, Marketing and Communications Associate (02/05/2025)
Barbara Wei, Marketing Specialist (01/22/2025)
Robert Mayer, IT Specialist (01/21/2025)
Jasna Rather, Para High Performance Director (02/21/2024)
Gao Jun, High Performance Director (05/01/2024)

USA TABLE TENNIS BOARD OF DIRECTORS

Richard Char (01/22/2025)
Kelly Watson (02/09/2025)
Arjun Chowdri (12/19/2024)
Tara Profit (02/06/2025)
Niraj Oak (02/05/2025)
Lily Zhang (11/20/2024)
Nikhil Kumar (07/18/2024)
Tahl Leibovitz (02/23/2024)
Will Shortz (12/03/2024)
Thomas Hu (02/07/2025)
Brandon Lawrence (01/04/2025)
Dr. Tuan Le (08/21/2024)

2. USA Table Tennis has revised the organization's Safe Sport Compliance (Training and Screening) Protocol which adds the following paragraph:
 - As a condition of membership, USATT requires each and every Adult Participant to declare either that he or she: (i) must be fully Safe Sport Compliant (Safe Sport Trained and Undergo a Criminal Background Screen); or (ii) SafeSport Trained (only) under the Minor Athlete Abuse Prevention Policy; or (iii) not required to be either fully Safe Sport Compliant or SafeSport Trained (only).

See highlighted portion of the attached document: USATT – Athlete Safety Protocol – 24 02-12a (Compliance Training and Screening).

To effectuate this policy, USATT has undertaken to engage the organization's IT support to update the processes by which an individual purchases a new membership and/or renew an existing membership such that the process requires each Adult Participant to select (and declare) his or her status. This process should permit USATT to have the capacity to separate those members who must be fully Safe Sport Compliant from those members who must be SafeSport Trained (only) from those members who do not require SafeSport Training at all.

Please see attached email from Mark Thompson to Sujay Karve (Simply Compete) dated February 9, 2024.

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. On November 19, 2023, USA Table Tennis (USATT) sent a communication via email to their event participants which included athletes, media, vendors, event staff, certified coaches, volunteers and officials. This communication included a web address to the Center's reporting web page as well as the direct phone number to the Center for reports of sexual misconduct, emotional misconduct, physical misconduct and violations of the MAAPP. The communication also states that all emotional misconduct, physical misconduct as well as violations of the MAAPP can be reported to USATT's Athlete Protection Officer (APO) and the APO's contact information was included. The email also included, as an attachment, the USATT Safe Sport policy (which includes the full MAAPP policy).

Requirement No. 2 is satisfied. USA Table Tennis has a written protocol for communicating to all event participants within the Organization for all sanctioned events their Center-approved Education & Training Policy and Required Prevention Policies as well as the reporting protocols stating that reports can be made to the Center or directly to the Athlete Protection Officer (APO) whose contact email is provided on USATT website. This written protocol is located within the USA Table Tennis Safe Sport Policy.

Requirement No. 3 is satisfied. USA Table Tennis provided proof of their Quality Control System (QCS) sent to the tournament director for this sanctioned event. USATT sends out their QCS to each tournament director upon a sanctioned event being approved. USATT includes in their written policy that the QCS is communicated through email within 30 days prior to the event.

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. USA Table Tennis (USATT) has a protocol within their Quality Control System (QCS) ensuring that individuals on the Organizational Exclusion List (OEL) are not permitted to participate in any capacity in a USATT event. Additionally, at all sanctioned events USATT manually verifies valid SafeSport training for those required to be SafeSport trained. Adult athletes must self-certify whether they have regular contact with or authority over Minor Athletes; if they do so then they are required to be current in their SafeSport training in order to participate.

Requirement No. 2(a) is not applicable. USA Table Tennis does not allow one-day/short-term memberships.

Requirement Nos. 2(b) is satisfied. Although not allowed for the USA Table Tennis Open, USA Table Tennis does allow day-of/on-site participant registration/substitutions at some sanctioned events. USATT's policy requires for day-of registrants to be manually checked for current SafeSport training as well as to ensure they are manually checked against the USATT OEL.

Requirement No. 2(c) is satisfied. Through the event-sanctioning process, USA Table Tennis requires the tournament directors and club administrators to enforce USA Table Tennis SafeSport policy. Additionally, USATT national staff extracts all registration for all sanctioned events. USATT staff also performs monthly communication of the OEL as well as provide the tournament directors and club administrators with a weekly SafeSport compliance list providing the status of all "excluded persons".

CORRECTIVE ACTIONS:

1. USA Table Tennis must update its policy to explicitly state which types of volunteer roles are required to be SafeSport trained. This policy must ensure that volunteers in roles having regular contact with or authority over Minor Athletes must have current SafeSport training.

AUDIT AREA: **QUALITY CONTROL SYSTEM**

MANAGEMENT RESPONSE

RESPONSIBLE INDIVIDUAL: Mark Thompson

DEADLINE: February 12, 2023

CORRECTIVE PLAN:

1. USA Table Tennis has revised the organization's Safe Sport Compliance Protocol (Training and Screening), to add the following provision:

VOLUNTEERS AT USATT SANCTIONED EVENTS

All volunteers at USATT Sanctioned Events who hold Positions of Authority at such an Event, as defined by the USATT Safe Sport Policy, must be fully Safe Sport Compliant. Volunteers at USATT Sanctioned Events, who do not hold Positions of Authority as defined by the USATT Safe Sport Policy, but who are required as a part of their role or duties as a Volunteer at such Event to interact with Minor Athletes, or who could be reasonably expected to have direct interaction with Minor Athletes, must be SafeSport Trained. Volunteers who serve in operational positions for the set up or tear down of a USATT Sanctioned Event, only, and who do not have a reasonable expectation of interacting with Minor Athletes are not required to be Safe Sport Compliant or SafeSport Trained.

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. USA Table Tennis (USATT) had its Response and Resolution standards posted on their website by January 1, 2023 (on September 1, 2022).

Requirement No. 2(a) is satisfied. The ‘SafeSport’ page on the USA Table Tennis website has a direct link to the Center’s ‘Report a Concern’ page. The USATT web page states reports of sexual misconduct can be made directly to the Center. The web page also states that reports of emotional misconduct, physical misconduct and violations of the Minor Athlete Abuse Prevention Policy can be made to USATT’s Athlete Protection Officer (APO).

Requirement Nos. 2(b, c, d, e and g) are satisfied.

Requirement No. 2(f) is satisfied. USA Table Tennis has a policy that clearly states how USATT will respond to and resolve reported allegations of abuse and misconduct that fall within its jurisdiction. USA Table Tennis has a tracking system (APO Annual Report) that includes tracking how reports were responded to and their respective outcomes. Additionally, the policy explicitly identifies that all USATT staff - including the Athlete Protection Officer (APO) - are the representatives at USA Table Tennis who ensure the Response and Resolution policy is being followed.

Requirement No. 3(a) is satisfied. USATT Safe Sport Response and Resolution Policy states that “For Reports of Misconduct in which the USCSS accepts and undertakes jurisdiction, USATT shall not interfere in, attempt to interfere in, or attempt to influence the outcome of, any investigation conducted by the USCSS’.

AUDIT AREA: **RESPONSE & RESOLUTION**

Requirement No. 3(b) is satisfied. The USATT Safe Sport Response and Resolution policy states that all requests from the Center will be responded to within 24 hours. Auditor reviewed findings of this standard that occurred between January 1, 2023, to the audit date. Of the 4 requests made from the Center during this time period, all requests were responded to by USATT within 24 hours.

Requirement No. 3(c) is satisfied. Within the USA Table Tennis Safe Sport Response and Resolution Policy, it states that the Athlete Protection Officer is responsible for responding to all requests for information from the Center.

Requirement No. 4 is satisfied. In the USATT Response and Resolution policy, there is language for collecting Data of Matters Addressed by the Organization, encompassing all elements listed in Appendix B Section 5. This policy also includes USATT's protocol to collect such data from Local Affiliated Organizations (Clubs). LAOs are required by USATT to send all reports received by the LAO to USATT. Once received USATT will enter the report into their APO Annual Report indicating the respondent's role, the victim's role, nature of the complaint, jurisdiction, the date of the complaint and the result.

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 two-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