
**Public Summary of Confidential Report to Congress on
Potential Interference by USA Badminton (USAB)
May 6, 2024**

Federal Law

The Empowering Olympic, Paralympic, and Amateur Athletes Act of 2020 (EOPAAA) states that the United States Olympic and Paralympic Committee (the USOPC) and National Governing Bodies (NGBs) “shall not interfere in, or attempt to influence the outcome of...” a U.S Center for SafeSport (the Center) investigation. 36 U.S.C. § 220541(f)(4)(A). The Act further obligates the Center to report to Congress, within 72 hours, any actions of the USOPC or a NGB that might constitute an attempt to interfere in or influence a Center investigation.

Report of Potential Interference by USAB and Subsequent Inquiry

Pursuant to its obligations under federal law, on May 6, 2024, the Center reported to Congress potential interference based on the following questions:

Did employees and/or board members of USAB:

- (1) discourage the reporting of Sexual Misconduct;
- (2) retaliate against individuals for reporting Sexual Misconduct to the Center; and
- (3) engage in conduct which interfered with, or attempted to influence, the outcome of a Center investigation?

Following this report, an inquiry into the potential interference commenced and detailed below is a summary of the Center’s findings.

Summary of Findings

On May 6, 2024, the Center provided Congress, in accordance with federal law, an overview of its findings following its initial reports on August 14, September 14, September 28, and September 30, 2021.

This overview provides details from the Center’s inquiry.

- (1) The CEO of USAB did discourage the reporting of Sexual Misconduct on two occasions both before and after the 2020 Summer Olympics¹ in Tokyo thereby violating the SafeSport Code’s Abuse of Process provision.
- (2) The USAB CEO did retaliate against an individual for reporting Sexual Misconduct to the Center, including by reassigning job responsibilities to other USAB staff members and

¹ Due to the COVID-19 Pandemic, the 2020 Summer Olympic Games were postponed and occurred in July-August 2021.

ultimately eliminating their position resulting in termination of employment. This happened, at least in part, because the staff member reported Sexual Misconduct.

- (3) Considering the investigative findings, violations of the Code related to the findings, and the position of authority held by the USAB CEO, the Center concludes their conduct interfered with, or was an attempt to influence, the outcome of a Center investigation.

Summary of Recommendations

To offer recommendations and best practices to help prevent situations of interference from happening in the future, the Center has, and will continue to, conduct trainings for both the USOPC and NGBs on the issue of interference. This will include the invitation to pre-emptively discuss with the Center's Response & Resolution and Legal departments any action(s) the USOPC and NGBs are considering when there is a concern that such action(s) could constitute interference. The Center remains open and committed to helping the USOPC and NGBs understand the nuances of these issues and assist them with compliance with federal law and the SafeSport Code.

Finally, it is recommended that USAB should endeavor to make sure all its Adult Participants—particularly those in positions of leadership—understand mandatory reporting obligations under the Code, the prohibition of Abuse of Process, and the implications of their actions on the entire organization. In addition to annual SafeSport Training, the Center recommends all current and future staff and board members of USA Badminton annually complete the Center's *Understanding Mandatory Reporting* course. Additionally, the Center recommends the USAB CEO included in the findings be prohibited from holding a leadership position within USA Badminton and the U.S. Olympic & Paralympic Movement at large. As part of this recommendation, the Center will make itself available for a meeting with the USAB Board of Directors to clarify any issues and answer any questions they may have regarding their obligations.