
STATEMENT FROM U.S. CENTER FOR SAFESPORT

April 3, 2025

Contact: media@safesport.org**Update on Hiring Processes and Response to Sen. Grassley**

DENVER—The U.S. Center for SafeSport today released the following update related to the firing of a former member of staff in November 2024 after his arrest on charges of theft, and ongoing communication with the office of Senator Chuck Grassley about the matter:

At the time Mr. Krasley was hired in 2021, nothing in his background check—including his criminal history check, sex offender history check, and responses from his references—indicated any criminal record. The Center has no indication Mr. Krasley ever met with any parties in the Center’s process in person.

Considering staff turnover since the time of Mr. Krasley’s hiring, the Center has conducted a thorough review of the information available to better understand the steps taken during his vetting process in 2021. Upon review of the reference check process, all references spoke highly of Mr. Krasley and his qualifications. One of the references indicated that Mr. Krasley had been the subject of an internal investigation with the Allentown Police Department that resulted in no findings. The reference indicated that a defendant in one of Mr. Krasley’s trafficking cases coerced victims into making false allegations. The reference indicated that after interviews and prison phone records were reviewed, the victims’ statements were recanted. Under current protocols, a disclosure of this type would raise a red flag and prompt additional scrutiny into the alleged conduct that led to the internal investigation. Any concerns that arise through a reference check are raised to the hiring manager, the head of human resources, and legal counsel.

To ensure fairness within the Center’s investigative process, and the proper handling of cases, an independent, third-party audit of all Mr. Krasley’s cases is ongoing.

The Center will be retroactively reviewing all employee hiring records, including references, to ensure nothing was missed, and is taking steps to improve hiring processes in the following ways:

- The Center will continue requiring thorough criminal and sex offender registry background checks annually and will repeat an annual online presence/social media review (currently done at the time of hire).
- The Center will now check the [National Decertification Index \(NDI\)](#), a national registry of certificate or license revocation actions relating to officer misconduct. This search will take place upon hiring and will be repeated annually.

-
- The Center has conducted a legal analysis on every state's laws related to public access to law enforcement disciplinary investigation records and will utilize existing state resources, to the extent they are accessible, to obtain information on candidates.
 - In addition to the current practice of requiring professional references to submit a comprehensive skills and behavior assessment for candidates, the Center will now require additional in-depth phone conversations with references by the human resources staff or hiring manager. The Center will review and revise this policy as necessary.
 - Any concerns that arise through a reference check will be raised to the hiring manager, the head of human resources, and legal counsel.
 - The Center has enhanced the employee Code of Ethics and added an ethics clause to all offer letters making clear that employees must be aware of and follow applicable laws and ensure their conduct aligns with the Center's policies, mission, vision, and values. The clause also makes clear the Center will take necessary actions to protect its stakeholders, volunteers, employees, and the integrity of its processes if actual or alleged employee conduct (past or present) is inconsistent with the law, or the Center's mission, policies, and values.
 - Each final candidate will meet in person with the hiring team and with the CEO, either in person or virtually, for a final interview.
 - The Center will also contract with an external consultant to review the Center's overall recruiting and hiring process to ensure it is in line with best practices.

The full letter to Senator Grassley from the Center dated March 14, 2025 is attached. The Center has received Senator Grassley's follow-up letter, and will respond by the date requested.

###

March 14, 2025

Senator Charles E. Grassley
135 Hart Senate Office Building
Washington, D.C. 20510

Dear Senator Grassley,

Thank you for your inquiry and continued commitment to safeguarding the nation's athletes. I am writing in response to your February 10 letter regarding the arrests of former U.S. Center for SafeSport ("the Center") investigator, Jason Krasley.

As CEO, I take this situation seriously and have spent the past several months reevaluating the Center's hiring process to further strengthen our procedures. At the time Mr. Krasley was hired, nothing in his background check—including his criminal history check, sex offender history check, and responses from his references—indicated any criminal record. But this situation has caused us to step back, reassess, and explore ways we might enhance our systems and approach. Consistent with our commitment to continuous improvement, those reviews, which continue today, were initiated prior to your letter. Your inquiry reinforced the importance of those efforts and added focus to certain aspects of that work.

To ensure that cases assigned to Mr. Krasley have been handled fairly and properly, we have commissioned a third-party law firm to conduct a thorough audit of his resolved cases, and we are working with experts in trauma-informed care to make sure participants in our process who interacted with the former investigator receive appropriate communication and support.

Additionally, I have personally reviewed the Center's hiring policies and procedures and have established additional protocols, which are listed below, aimed at bolstering our vetting process to best identify qualified candidates with the skills and character necessary to fulfill their duties.

We recognize that implementing some of the steps below may not have prevented Mr. Krasley from being eligible for hire, but his hiring has led to deep review of our vetting process and the implementation of additional checks, and enhanced systems to mitigate that risk moving forward. As an added step, the Center will conduct a retroactive review of all existing employees' hiring records to ensure best practices were followed.

Background checks

- The Center will continue requiring thorough criminal and sex offender registry background checks annually and will repeat an annual online presence/social media review (currently done at the time of hire).

-
- The Center will now check the [National Decertification Index \(NDI\)](#), a national registry of certificate or license revocation actions relating to officer misconduct. This search will take place upon hiring and will be repeated annually.
 - The Center has conducted a legal analysis on every state's laws related to public access to law enforcement disciplinary investigation records and will utilize existing state resources, to the extent they are accessible, to obtain information on candidates.
 - In addition to the current practice of requiring professional references to submit a comprehensive skills and behavior assessment for candidates, the Center will now require additional in-depth phone conversations with references by the human resources staff or hiring manager. The Center will review and revise this policy as necessary.
 - Any concerns that arise through a reference check will be raised to the hiring manager, the head of human resources, and legal counsel.

New policies

- The Center has enhanced the employee Code of Ethics and added an ethics clause to all offer letters making clear that employees must be aware of and follow applicable laws and ensure their conduct aligns with the Center's policies, mission, vision, and values. The clause also makes clear the Center will take necessary actions to protect its stakeholders, volunteers, employees, and the integrity of its processes if actual or alleged employee conduct (past or present) is inconsistent with the law, or the Center's mission, policies, and values.
- Each final candidate will meet in person with the hiring team and with the CEO, either in person or virtually, for a final interview.
- The Center will also contract with an external consultant to review the Center's overall recruiting and hiring process to ensure it is in line with best practices.

Listed below are responses to the questions posed in your letter to the Center on February 10, 2025:

- 1. What did SafeSport's screening and hiring process for investigators entail prior to the revelation of allegations against Mr. Krasley? How will these processes change going forward?**
Mr. Krasley was hired in April 2021. The decision makers involved in his hiring no longer work at the Center, so the Center conducted a thorough review to better understand the steps taken prior to his hiring.

At the time of Mr. Krasley's hire, the Center was working with a third-party recruitment firm. This firm coordinated Mr. Krasley's interviews, verified his employment, and conducted reference checks. The Center worked with this third-party firm for additional support during a period of increased hiring and phased out their services as our internal human resources capacity was built.

The Center's hiring process for all employees specifies that any offer of employment is contingent upon clear results of a thorough background check and reference screen. Background checks and reference screens are conducted on all final candidates. In conducting background checks, the Center utilizes a reputable third-party provider.

These checks are conducted for applicants with a conditional job offer, current employees; volunteers; members of the Center's board of directors; members of any board committee, temporary individuals employed by a third party; individual contractors; and Center advisors. Once hired, appointed, or engaged, criminal and sex offender registry background checks are subsequently re-performed annually on all employees, volunteers, board members, board committee members, investigators, contractors, and Center advisors.

Background checks on employees include at least the following: SafeSport Response & Resolution screening (including the Centralized Disciplinary Database); criminal history search, including the past 7 years for misdemeanors and a lifetime review for any felony and other serious crimes (sex related crimes, crimes against children); sex offender history search using two databases; social security number validation; name verification; online presence/social media review; verification of highest level of education completed; and checks of at least five professional references, including at least two manager-level references.

The background check policy and procedures are in addition to, and not a substitute for compliance with any of the Center's other policies, including but not limited to the conflict-of-interest policy and core values.

As mentioned above, the Center will now include an annual review of employees' online presence/social media in addition to the standard annual criminal history search. Recognizing potential limitations of a criminal history search, the Center will search the National Decertification Index (NDI) upon hiring and annually as another tool to screen the backgrounds of former law enforcement personnel for available information on misconduct that may fall outside of a criminal background check. The Center will also utilize existing state resources, to the extent they are accessible, to obtain information on potential disciplinary investigation records for relevant candidates. Also as mentioned, all prospective candidates will now be required to interview in person with the hiring team and as well as a final CEO interview.

Enhancements to the reference check process are discussed in response to question 3.

2. Prior to the revelation of allegations against Mr. Krasley, or at any point during his employment, did SafeSport perform or contract with outside entities to perform criminal or other background checks? Does it have plans to do so going forward?

Yes. At the time he was made a conditional offer of employment, the Center utilized our reputable third-party provider to perform a criminal background check on the former investigator going back 7 years for misdemeanors and a lifetime review for any felony and other serious crimes (sex related crimes, crimes against children).

The background check also included SafeSport Response & Resolution screening (including the Centralized Disciplinary Database), sex offender history search using two databases, social security number validation, name verification, a review of online presence/social media, and verification of highest level of education completed. The criminal and sex offender searches were repeated on an annual basis. The Center will continue criminal background checks annually and bolster these with

additional annual reviews of online presence/social media, the NDI, and accessible state records as mentioned above.

3. What was the previous protocol for checking prospective employees' references? Will this protocol change going forward? If so, how?

As mentioned, Mr. Krasley's reference checks were conducted by the third-party recruitment firm. The Center moved away from this firm and process at the end of 2021.

In the Center's current process, all hiring managers and human resources personnel are to review skills and behavioral assessments provided by five professional references and will now be required to have in-depth follow-up conversations with references. Additionally, any concerns that arise will be immediately flagged for the hiring manager, head of human resources, and legal counsel for further review. As stated above, the Center will be retroactively reviewing all employee hiring records, including references, to ensure nothing was missed.

4. What did SafeSport know about Mr. Krasley's professional and criminal history when it hired him, both from outside sources and from Mr. Krasley himself?

At the time Mr. Krasley was hired, nothing in his background check—including his criminal history check, sex offender search history check, and responses from his references—indicated any criminal record.

During the reference check, all references spoke highly of Mr. Krasley and his qualifications. One of the references indicated that Mr. Krasley had been the subject of an internal investigation with the Allentown Police Department that resulted in no findings. The reference indicated that a defendant in one of Mr. Krasley's trafficking cases coerced victims into making false allegations. The reference indicated that after interviews and prison phone records were reviewed, the victims' statements were recanted. Despite this concerning information, we are unable to locate any internal records that show further inquiry or details about the Allentown Police Department's internal investigation. Under current protocols, this disclosure would have raised a red flag and prompted additional scrutiny into the alleged conduct that led to the internal investigation.

In addition, the online presence/social media review produced:

- A 2018 article discussing [positive recognition](#) and commendations for Mr. Krasley and his colleagues.
- A 2018 [article showing](#) a judge cleared Mr. Krasley of liability in a civil case alleging abuse of force, concluding there was no evidence that Mr. Krasley was among the officers who allegedly assaulted the plaintiff or that he had an opportunity to intervene.
- A 2017 [appellate opinion](#) upholding the dismissal of a civil suit against Mr. Krasley alleging abuse of force and unlawful search and seizure.

-
- 5. Was SafeSport aware that Mr. Krasley was under investigation for theft and tampering of evidence from his stealing of \$5,500 in 2019 as an Allentown police detective when it offered him a job as a SafeSport investigator?**

No.

- 6. When and how did SafeSport become aware of the May 2019 and June 2024 allegations against Mr. Krasley? On which day in November 2024 did SafeSport fire Mr. Krasley? Please include the following information in your answer:**

- a) The dates SafeSport became aware of the charges and/or the alleged conduct underlying the charges of “criminal mischief – damage property”, “harassment – subject other to physical contact,” and “harassment – comm[unicating] lewd, threatening, etc. language” that pertain to actions Mr. Krasley allegedly committed on June 14, 2024, when he was still employed by SafeSport.**

The Center became aware of the May 2019 and June 2024 allegations on September 5, 2024, and upon receiving that information began cooperating with law enforcement. Mr. Krasley was terminated upon his arrest on November 15, 2024.

- b) Between June 14, 2024, and the November 2024 date that SafeSport terminated Mr. Krasley’s employment, did SafeSport receive any indication that Mr. Krasley had allegedly committed those particular offenses? If so, why did SafeSport refrain from suspending him from investigations or terminating his employment at the time SafeSport learned of these alleged actions?**

In cooperating with law enforcement, the Center made a concerted effort not to take any steps that could compromise the criminal investigation.

- 7. How soon after SafeSport became aware of the May 2019 criminal allegations against Mr. Krasley was he prevented from being in contact with claimants or respondents?**

The Center became aware of the May 2019 allegations in September 2024. Mr. Krasley remained the investigator on his cases as part of the Center’s effort not to tip off a criminal investigation.

- 8. How soon after SafeSport became aware of the May 2019 allegations did it terminate Mr. Krasley’s employment?**

The Center terminated Mr. Krasley immediately upon his November 15, 2024, arrest.

- 9. At the time of his employment termination, how many active cases was Mr. Krasley investigating? 15**

- a) How many of these involved minor claimants?**

Nine of the 15 cases involved reported misconduct that occurred when the claimant was a minor, four of whom were still minors at the time of case assignment.

- b) As an investigator, in what format did Mr. Krasley communicate with minors?**

Mr. Krasley communicated with minors via Zoom, telephone, and email. We have no indication that he conducted in-person interviews with anyone in the Center’s process, including minors.

c) Was he ever alone with any minors in the course of his investigations?

As stated, we have no indication that Mr. Krasley met in person with anyone in our process, including minors. Mr. Krasley conducted nine virtual one-on-one interviews with minors, all of which were recorded and with the knowledge of parents or guardians.

10. Have there been any complaints or accusations of inappropriate conduct made against Mr. Krasley by SafeSport claimants, respondents, or witnesses? Please provide the scope, nature, and timeline of any complaints.

Again, the Center has no indication Mr. Krasley ever met with any parties in the Center's process in person. There have been no complaints of sexual misconduct against Mr. Krasley during his time at the Center. A handful of individuals have reached out expressing concerns about his communication style, professionalism, and investigation tactics, some of which have been covered recently in the media and are being assessed through the audit. Understanding these concerns will allow the Center to continue to refine policies to ensure investigative best practices and trauma-informed communication are utilized throughout our process.

11. How many total investigations was Mr. Krasley involved in during his entire tenure at SafeSport? How are these investigations, whether closed or ongoing, being handled after his employment termination in a way that comports with SafeSport's trauma-informed approach to its investigations?

While at the Center, Mr. Krasley was involved in 124 investigations. As mentioned, the Center has contracted a third-party law firm with relevant experience to conduct an audit of his resolved cases to ensure fairness and adherence to the Center's investigative protocols. While conducting outreach to claimants, respondents, and advisors in cases he handled, the Center contracted with experts to provide trauma-informed guidance and direct support to anyone for whom the situation triggers past trauma.

All 15 of Mr. Krasley's open investigations have been reviewed, transferred to new investigators, and are proceeding through the Center's standard process.

12. I understand that SafeSport has promised to add a "morals clause" to its code of conduct. What is the precise language of this clause? Please explain any anticipated effects of the inclusion of this clause and how SafeSport will measure and monitor the efficacy of this change in the SafeSport code of conduct.

The "morals clause," which is formally entitled the ethics clause in our policy, has been incorporated into the Center's Code of Ethics and is now part of the Center's standard employment offer letter. It is designed to explicitly lay out expectations and consequences up to and including termination to prospective employees about how Center staff should comport themselves.

We recognize that adherence to this clause is based on good faith, but feel it is critical that all employees proactively go on the record with their commitment to the Center's policies, values, and codes of conduct.

The language reads as follows:

“Individuals should ensure their conduct is consistent with all relevant laws and the Center’s policies, mission, vision, and values. Additionally, all conduct is expected to meet the ethical standards established by the SafeSport Code and Minor Athlete Abuse Prevention Policies (MAAPP), including, but not limited to, a prohibition in engaging in any sexual misconduct, child abuse, or emotional or physical misconduct. The Center will take any necessary actions to protect its stakeholders, volunteers, employees, and the integrity of its processes if actual or alleged employee conduct (past or present) is inconsistent with the law, or the Center’s mission, policies, and values.”

13. How do you believe that your newly pledged involvement in the interviewing and hiring of investigator candidates affect the quality of candidates SafeSport will select for the extension of employment offers?

As CEO, it is important that I have direct visibility into our hiring process and the opportunity to engage with every potential Center employee given the importance of our work. I believe my direct involvement, coupled with the changes outlined in this response, will enhance individual staff and organizational accountability and will serve as a last stop for spotting any concerns that did not arise during the comprehensive vetting process.

Thank you again for your inquiry into this serious matter. Due to the passage of time and staff turnover, there may be limitations in our understanding of the facts; this response is based on our current knowledge, and we commit to providing any relevant updates as new information emerges.

Please let me know if you would like to schedule a briefing with my staff to discuss this response further.

Sincerely,



Ju'Riese Colón
Chief Executive Officer
U.S. Center for SafeSport