

# 2025 EVENT AUDIT REPORT

<b>NGB NAME:</b>	US Biathlon
<b>CITY/STATE:</b>	Brillion, WI
<b>EVENT DATE:</b>	July 19, 2025

## 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 2025 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
<b>EDUCATION AND TRAINING</b>	<b>IMPLEMENTED</b>
<b>COMMUNICATION AND REPORTING</b>	<b>IMPLEMENTED</b>
<b>QUALITY CONTROL SYSTEM</b>	<b>IMPLEMENTED</b>
<b>RESPONSE &amp; RESOLUTION</b>	<b>IMPLEMENTED</b>

# 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 a copy of a direct communication (email or newsletter), sent to all Adult Participants 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. The testing of individuals randomly selected in the below Requirement No. 1 (a-c) revealed an average of 92.59%.

Requirement No. 1(a) is satisfied. Of the 6 individuals randomly selected for testing, 6 (100%) properly completed the Center's training within the previous 12 months prior to the event.

Requirement No. 1(c) is partially satisfied. Of the 9 staff and board members randomly selected for testing, 7 (77.78%) were current with their annual SafeSport training. Two board members were found to not have current SafeSport training.

Requirement No. 2 is satisfied. On November 2, 2024, US Biathlon sent an e-mail to all US Biathlon members that offered the Center's parent and minor athlete training. This communication was within 12 months of the previous August 2024 communication.

## CORRECTIVE ACTIONS:

1. US Biathlon must create and enforce a written policy to ensure that the US Biathlon board and staff are trained every 12 months. The policy must include that board and committee members are ineligible to participate in all board/committee activities until their training status is deemed compliant.
2. US Biathlon must submit to the Center evidence that all board and staff members are current in their SafeSport training.

## MANAGEMENT RESPONSE

**RESPONSIBLE INDIVIDUAL:** Sara Studebaker-Hall

**DEADLINE:** February 9, 2026

**CORRECTIVE PLAN:**

1. US Biathlon will create this policy and ensure Board and staff are ineligible if out of compliance.
2. US Biathlon has included this evidence with management response.

# AUDIT AREA: COMMUNICATION AND REPORTING

## REQUIREMENTS:

1. Organization 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:
  - MAAPP requirements (either full policy or summary)
  - detail reporting protocols and explicitly state how to report each of the following: suspected sexual misconduct, emotional misconduct, physical misconduct and violations of the MAAPP
2. Provide Organization's written protocol for communicating - to all participants within the Organization's events, programs, activities or competitions authorized by, organized by or under the auspices of the Organization - the Center-approved MAAPP and reporting protocols for all concerns involving suspected sexual misconduct, physical misconduct, emotional misconduct or violations of the MAAPP.
3. Provide direct communication of the Organization's Center-approved 2025 MAAPP to all members and Adult Participants within current membership cycle.
4. Organization must have Center-approved 2025 MAAPP posted to its web site by Organization's effective date.
5. Provide proof of a direct communications (either by email, newsletter, hard copy or other electronic medium) of the Center's most recent Code, sent within current membership cycle to all members of Adult Participants. The communication must include: "The USOPC, all NGBs and all LAOs must comply with the policies and procedures within the Code."
6. Provide proof of communication of Quality Control System sent to all event directors of all of Organization's events, programs, activities or competitions authorized by, organized by or under the auspices of the Organization.

**SCORE:**

**IMPLEMENTED**

## RATIONALE:

Requirement No. 1 is satisfied. The event started on July 19, 2025. On July 16, 2025 & July 17, 2025, the event organizer sent an email to all event participants that included US Biathlon's MAAPP and detailed information for reporting suspected sexual misconduct, emotional misconduct, physical misconduct, and violations of the MAAPP. The event organizer required day-of volunteers to read and acknowledge US Biathlon's MAAPP at-a-glance prior to issuing a credential bib and granting access to the racecourse.

Requirement No. 2 is satisfied. US Biathlon provided a written protocol that requires the Local Organizing Committee (LOC) or event organizer to communicate to all event participants, including day of participants, the US Biathlon MAAPP and reporting protocols.

Requirement No. 3 is satisfied. On November 2, 2024, US Biathlon sent an email to US Biathlon members and Adult Participants its Center-approved 2025 MAAPP.

Requirement No. 4 is satisfied. US Biathlon posted its Center-approved 2025 MAAPP by the effective date of November 1, 2024.

Requirement No. 5 is satisfied. On August 18, 2025, US Biathlon sent an email to all U.S. Biathlon members and Adult Participants the Center's most recent Code.

Requirement No. 6 is satisfied. On July 2, 2025, US Biathlon sent an email to LOCs and event organizers the Quality Control System.

**CORRECTIVE ACTIONS:**

No Corrective Actions are required.

## MANAGEMENT RESPONSE

**RESPONSIBLE INDIVIDUAL:** No Corrective Actions are required.

**DEADLINE:** Not Applicable.

**CORRECTIVE PLAN:** Not Applicable.

# 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 (OEL) are unable to participate in any event, program, activity, or competition authorized by, organized by, or under the auspices of the Organization.
2. Organization or Event Director must implement a Quality Control System to 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.
3. The Quality Control System written policy must include the Organization's implementation protocol - clear action steps to effectuate policies - pertaining to all participant registration and onsite check-in. This written policy and protocols must include and address the following:
  - a. Day-of participant registration/substitutions (athletes, staff, volunteers, vendors, coaches, officials etc.) and short-term memberships.
  - b. Oversight procedures by the Organization when the staff is not on site at events, programs, activities or competitions authorized by, organized by or under the auspices of the Organization

**SCORE:**

**IMPLEMENTED**

## RATIONALE:

Requirement No. 1 is satisfied. US Biathlon's written Quality Control System (QCS) includes the requirement for US Biathlon or Local Organizing Committee (LOC) staff to check all event participants against the US Biathlon's Organizational Exclusion List (OEL) to ensure that individuals on the OEL are unable to participate in the event. US Biathlon requires event organizers to either communicate their event participant list one week prior to the start of the event to US Biathlon for the National Governing Body (NGB) to complete the screening process or for the LOC staff to use the "Member Status Checker" application to verify compliance. This procedure was followed at the audited event.

Requirement No. 2 is satisfied. US Biathlon's written QCS includes the requirement for US Biathlon staff or LOC staff to verify SafeSport training for required Adult Participants (event staff, coaches, and officials). US Biathlon requires event organizers to either communicate their event participant list one week prior to the start of the event to US Biathlon for the NGB to complete the verification process or for the LOC staff to use the "Member Status Checker" application to verify compliance. This procedure was followed at the audited event.

Requirement No. 3(a) is satisfied. US Biathlon's QCS encompasses the requirement for day-of participation to follow the same procedures in Requirement No. 1 and 2. For this event, volunteers were the only type of day-of participants permitted. All compliance requirements were followed on-site. US Biathlon does offer short-term memberships for those wishing to try competition or participate in a camp to learn more about Biathlon. The SafeSport-related requirements for short-term members are the same as for members in general.

Requirement No. 3(b) is satisfied. US Biathlon's QCS includes the requirement for the event participant list to be sent to US Biathlon's staff. For any day-of participation, US Biathlon requires the individuals to sign an acknowledgement form attesting that they received and read the MAAPP. Event Organizers must be able to produce the completed acknowledgements forms to US Biathlon upon request. The QCS also states that US Biathlon reserves the right to audit any event at any time for compliance and recommends that event organizers retain the event participant lists, tracking documents, and all relevant information for at least one year.

**CORRECTIVE ACTIONS:**

No Corrective Actions are required.

## MANAGEMENT RESPONSE

**RESPONSIBLE INDIVIDUAL:** Not Applicable.

**DEADLINE:** Not Applicable.

**CORRECTIVE PLAN:** No Management Response is required.

# AUDIT AREA: RESPONSE AND RESOLUTION

## REQUIREMENTS:

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. 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 provide to the Center its policy to ensure:
  - a. requests from the Center are responded to within 72 hours
  - b. Organization has an assigned contact person responsible for replying to requests from the Center
4. Organization must provide to the Center its written policy for collecting and annually submitting to the Center, 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 and submit to the Center such data from LAOs, if applicable

**SCORE:**

**IMPLEMENTED**

## RATIONALE:

Requirement No. 1 is satisfied. US Biathlon provided its Response and Resolution policies.

Requirement No. 2 (a-c, e-g) is satisfied. US Biathlon has posted to its public website the Center-specific Response and Resolution policies and the policies address all the corresponding elements listed in Appendix B Section 2.

Requirement No. 2 (d) is satisfied. The Response and Resolution policy states compliance is required in accordance with the applicable local and federal laws on the mandatory reporting of child abuse or sexual misconduct and that reports need to be made to law enforcement, but does not specifically state that the U.S. Center SafeSport Code must be followed too. Additionally, "local" law enforcement is broad and could be interpreted as referring to local municipality or county law rather than State law. These findings do not impact the score.

Requirement No. 3 (a-b) is satisfied. US Biathlon provided its written policy stating that the Director of Operations or CEO will respond to requests from the Center within 72 hours.

Requirement No. 4 is satisfied. US Biathlon provided its written policy for collecting Data of Matters Addressed by US Biathlon, and it encompassed all elements listed in Appendix B Section 5.

Requirement No. 4(a) is satisfied. US Biathlon provided its written policy, which states that Local Affiliated Organizations (LAOs) are permitted to respond to and resolve allegations. All the data is submitted annually to the US Biathlon for submission to the Center.

**CORRECTIVE ACTIONS:**

No Corrective Actions are required.

## MANAGEMENT RESPONSE

**RESPONSIBLE INDIVIDUAL:** Not Applicable.

**DEADLINE:** Not Applicable.

**CORRECTIVE PLAN:** No Management Response is required.

### 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 2025 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 prevention policies within the 2025 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 could include items that were found to reflect increased or mitigated risk to athlete safety and well-being.

### RATIONALE:

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

### CORRECTIVE ACTIONS:

No Corrective Actions are required.

### MANAGEMENT RESPONSE

**RESPONSIBLE INDIVIDUAL:** Not Applicable.

**DEADLINE:** Not Applicable.

**CORRECTIVE PLAN:** No Management Response is required.

## APPENDIX A: SCORING GUIDE

### 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
- Failure to identify or track two or more categories of individuals required to be trained
- Failure to check against two or more categories of individuals in Organization's Quality Control System at an event
- 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 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
- Failure to identify one or more categories of individuals required to be trained
- Failure to check against one category of individuals in the Organization's Quality Control System at an event
- Above 70% and below 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 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
- Adequate tracking and inclusion of all individuals in all required categories in the Organization's Quality Control System at event
- 90% or higher compliance on Education & Training requirements

## APPENDIX B: RESPONSE AND RESOLUTION STANDARDS

- 1) Organization's Response & Resolution standards must be posted on Organization's website.
- 2) Organization's Internal Response & Resolution Policies and Process:
  - a. Reporting Mechanism: The Organization must have a mechanism on its public website (such as a form or contact info for an athlete safety liaison) enabling individuals to report all concerns involving suspected 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](https://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 LAOs 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 LAO's) jurisdiction, reflecting how allegations were responded to, and their respective outcome
    - 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 LAOs
    - 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 LAOs 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 LAOs