

UNITED STATES
OLYMPIC & PARALYMPIC
COMMITTEE



NGB Compliance Audit

USA Boxing

February 24, 2025

Executive Summary

Background, Scope, and Objectives

The United States Olympic & Paralympic Committee's (USOPC) NGB Audit department (Audit) completed an audit of USA Boxing. The purpose of the audit was to determine if USA Boxing complies with the requirements of the NGB Compliance Standards (Standards), effective January 1, 2023, and to conduct testing in areas that present an increased risk to athletes, other members, and/or USA Boxing. The audit focused on the policies and procedures noted in the Standards in the following sections: Governance and Compliance, Financial Standards and Reporting Practices, Athlete Protections and Rights, Sport Performance, and Operational Performance. This is the first time the USOPC has performed an audit against the Standards.

Audit Summary

Overall, Audit concluded that USA Boxing has met 36 of 44 applicable Standards. There were also significant concerns raised during the review, including athlete representation, membership requirements, and conflicts of interest. Additional details are in the findings below.

NGB Audit Findings

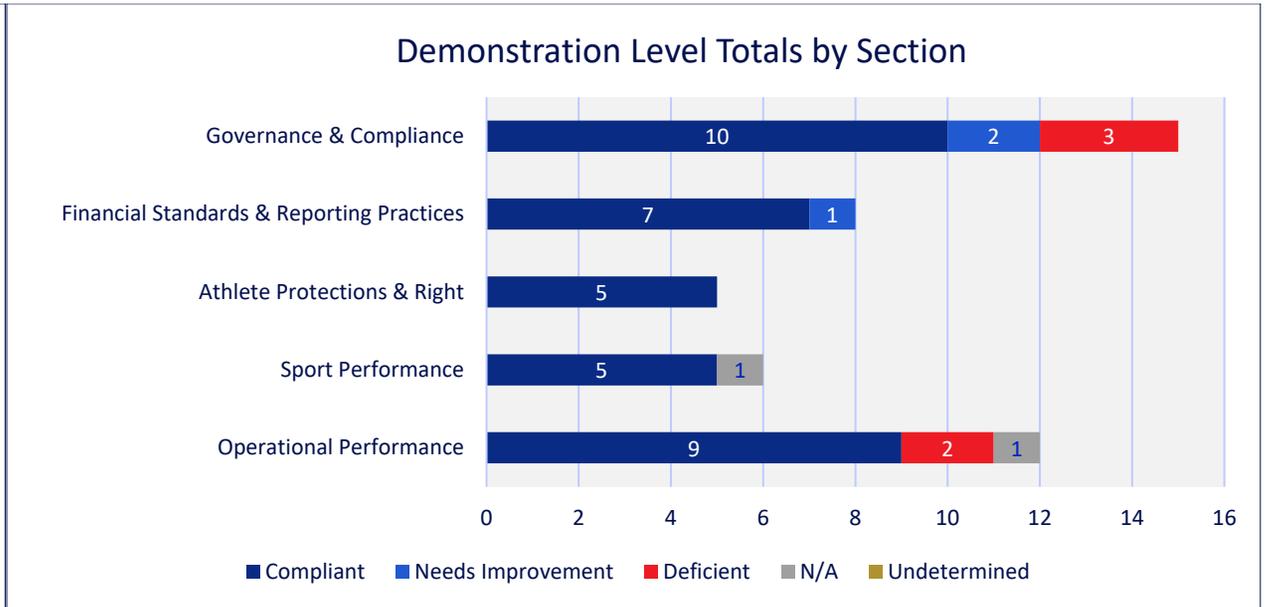
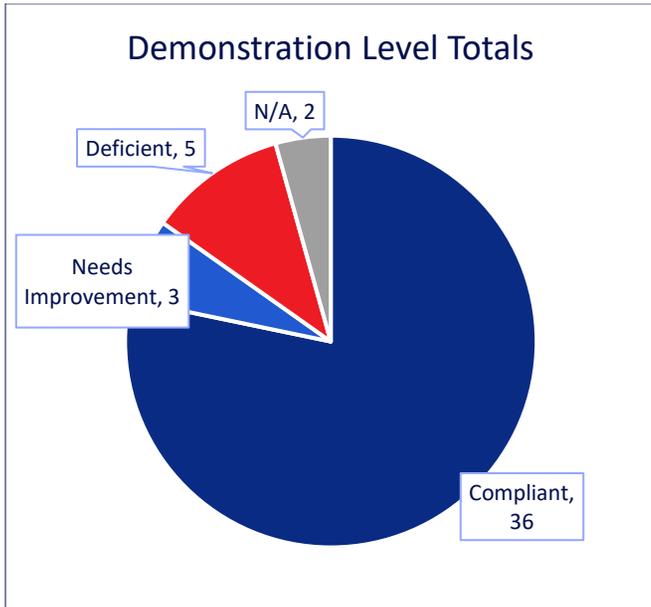
All Standards are evaluated against the 2024 Implementation Guide for Compliance Standards (Implementation Guide). References to the USOPC Bylaws are based on the version effective April 1, 2023.

Select policies and procedures were reviewed to determine compliance with the Standards. The evaluation of and conclusion for each standard was based on the criteria met and the results of any testing. The definitions of the demonstration levels are below, with additional guidance for each standard detailed in the Implementation Guide. Findings and demonstration levels for each standard are detailed on the subsequent pages.

Compliance Demonstration Level Definitions

Compliant	The NGB, through its written policies and procedures and its execution of those policies and procedures, mostly demonstrates that it is meeting the elements of the standard.
Needs Improvement	The NGB, through its written policies and procedures and its execution of those policies and procedures, demonstrates that it meets many elements of the standard, but changes or improvements are necessary to fully meet the standard.
Deficient	The NGB, through inadequate written policies and procedures and/or poor execution of those policies and procedures, demonstrates that it is not meeting several elements of the standard.
Not Applicable / Undetermined	Not applicable indicates the standard does not apply to the NGB and will not be evaluated. Undetermined indicates a reason a determination cannot be made at this time; however, the standard will be evaluated at a later date. Additional details are provided as necessary.

Overall Demonstration Levels Summary



Governance and Compliance

NGB Compliance Standards Section A				
Title	Standard	Compliant	Needs Improvement	Deficient
Athlete Representation	A.1 a & b			X
Independent and Affiliate Representation	A.1 c		X	
International Federation Affiliation	A.1 d	X		
Membership Requirements	A.1 e			X
Athlete Advisory Council	A.2 a		X	
Board Governance	A.3 a	X		
Board Development	A.3 b	X		
Board Meeting Minutes	A.3 c	X		
Board Roster	A.3 d	X		
IRS Status	A.4 a	X		
Code of Conduct	A.5 a	X		
Conflicts of Interest Policy	A.6 a			X

Gifts and Entertainment Policy	A.6 b	X		
NGB Annual Reports	A.7 a - d	X		
Ombuds' Policy	A.8 a	X		
Total		10	2	3

Needs Improvement		
1	Independent and Affiliate Representation	Management Action Plan
	<p>A.1 c: NGB must have a board structure that includes:</p> <ul style="list-style-type: none"> i. A board position(s) as defined by the USOPC to provide an independent perspective, and ii. A board position for an affiliate member as required by the Act §220522 (12). <p>FINDING: USA Boxing's Bylaws do not include the required language for an independent perspective or affiliated board member.</p>	<p>The USA Boxing Bylaws were updated to meet the requirements and were approved by the Board of Directors on December 4, 2024. The updated bylaws were posted on the USA Boxing website on December 11, 2024. This will be reviewed for compliance during the remediation period.</p>
2	Athlete Advisory Council	Management Action Plan
	<p>A.2 a: NGB must have an Athletes Advisory Council (AAC) that meets the minimum standards set forth by the USOPC.</p> <p>FINDING: The following issues were identified during a review of USA Boxing's AAC Requirements:</p> <p>USA Boxing's Bylaws do not state that the NGB's Team USA Athletes' Commission primary representative and alternate will automatically be members of the NGB AAC and must make up two of the allotted positions on the NGB AAC.</p> <p>Additionally, Actively Engaged Athletes are currently included in the population of Elite Athletes eligible to be on the AAC.</p>	<p>The USA Boxing Bylaws were updated to meet the requirements and were approved by the Board of Directors on December 4, 2024. The updated bylaws were posted on the USA Boxing website on December 11, 2024. This will be reviewed for compliance during the remediation period.</p>
Deficient		
3	Athlete Representation	Management Action Plan

Policy	<p>A.1 a & b:</p> <p>a. NGB must have at least 33.3% athlete representation on its board of directors as required by the Act §220522(13) and further defined by the USOPC Bylaws, Section 8.5.3.</p> <p>b. NGB must have at least 33.3% athlete representation on all Designated and Other Committees as required and defined by the USOPC Bylaws, Section 8.5.4 and 8.5.5.</p> <p>FINDING: USA Boxing's bylaws are missing most of the requirements for athlete representatives on the board and committees.</p>	<p>The USA Boxing Bylaws were updated to meet the requirements and were approved by the Board of Directors on December 4, 2024. The updated bylaws were posted on the USA Boxing website on December 11, 2024. This will be reviewed for compliance during the remediation period.</p>
Application	<p>FINDING: Additionally, there were two issues identified during testing:</p> <p>First, USA Boxing's Board of Directors and the Audit Committee do not meet the 33% athlete representation requirement.</p> <p>Second, there were multiple ineligible voters who were deemed eligible to vote in athlete elections by USA Boxing.</p>	<p>USA Boxing will provide a list of the new board of directors and committee members designating the athlete representatives.</p> <p>USA Boxing staff will review and follow the updated bylaws before each election.</p> <p>Due Date: March 31, 2025</p>
4	Membership Requirements	Management Action Plan
	<p>A.1 e: NGB must have a membership structure that is open to any individual or sports organization that conducts programs in its sport as required by the Act §220522(7).</p> <p>FINDING: While USA Boxing has a policy that indicates open membership as required by the Act, USA Boxing has refused to admit a member who seeks to join USA Boxing as a female non-athlete member, which is the gender she identifies with. The USOPC documented USA Boxing's non-compliance with this provision of the Act in a letter issued on September 3, 2024.</p>	<p>USA Boxing is working with the USOPC Ethics & Compliance Office to resolve this matter. USOPC Audit will follow up on the due date listed below to verify and assess any remedial actions taken.</p> <p>Due Date: March 31, 2025</p>
5	Conflicts of Interest Policy	Management Action Plan
	<p>A.6 a: NGB must enforce a conflicts of interest policy that meets the minimum policy standards set forth by the USOPC. The conflict of interest policy must be made available on the NGB's website.</p>	<p>USA Boxing will require that if a committee member doesn't complete their conflict of interest form by the designated time, they will not be able to participate.</p>

<p>FINDING: A review of completed conflict of interest forms noted multiple instances where USA Boxing is not following the conflict of interest policy:</p> <p>First, one individual on a designated committee has not completed an annual conflict of interest disclosure form since 2022.</p> <p>Additionally, the Ethics Committee reviewed a potential conflict of interest and inaccurately concluded that a conflict did not exist. As a result, a management direction letter was not issued.</p>	<p>The USA Boxing Ethics Committee will send a management direction letter to individuals with potential conflicts of interest.</p> <p>Due Date: March 31, 2025</p>
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Financial Standards and Reporting Practices

NGB Compliance Standards Section B				
Title	Standard	Compliant	Needs Improvement	Deficient
Financial Stability	B.1 a	X		
Financial Policies & Procedures	B.1 b		X	
USOPC Funding	B.1 c	X		
Financial Reporting to Board	B.1 d	X		
Board-Approved Budget	B.2 a	X		
Accounting Practices	B.2 b	X		
NGB Provided Documents	B.3 a	X		
NGB Website Information	B.4 a - c	X		
Total		7	1	0

Needs Improvement		
6	Financial Policies and Procedures	Management Action Plan
	<p>B.1 b: NGB must develop and implement financial policies and procedures.</p> <p>FINDING: USA Boxing's Financial Policies and Procedures have not been board approved.</p>	<p>The Financial Policies were approved by the Board of Directors on December 4, 2024 and has been posted on the USA Boxing website. This will be reviewed for compliance during the remediation period.</p>

Athlete Protection and Rights

NGB Compliance Standards Section C				
Title	Standard	Compliant	Needs Improvement	Deficient
Child Protection and US Center for SafeSport	C.1 a and C.2 a	X		
USOPC Athlete Safety Requirements	C.3 a	X		
Anti-Doping Policies	C.4 a	X		
Anti-Doping Policy Language	C.4 b	X		
Athlete Agreements	C.5 a	X		
Total		5	0	0

Sport Performance

NGB Compliance Standards Section D				
Title	Standard	Compliant	Needs Improvement	Deficient
Selection Procedures and Process	D.1 a & b	X		
Delegation List Submission	D.2 a	X		
High-Performance Plan Submission	D.3 a	X		
Event Sanctioning	D.3 b	X		
Paralympic Classification	D.3 c	N/A		
International Federation Standing	D.4 a	X		
Total		5	0	0

Operational Performance

NGB Compliance Standards Section E				
Title	Standard	Compliant	Needs Improvement	Deficient
Managerial and Board Capability	E.1 a	X		
Insurance Coverage	E.2 a	X		

Revenue Diversification	E.3 a	X		
Grievance Procedure	E.4 a & b			X
Whistleblower and Anti-Retaliation Policy	E.5 a	X		
USOPC Trademark Protection	E.6 a – d	X		
Diversity and Inclusion Reporting	E.7 a	X		
Equal Pay for Team USA	E.7 b	X		
Equal Opportunity Policies and Anti-Discrimination Training	E.7 c			X
Para Inclusive Sport Programs	E.7 d	N/A		
Strategic Planning	E.8 a	X		
USOPC Policy Compliance	E.9 a	X		
Total		9	0	2

Deficient		
7	Grievance Procedure	Management Action Plan
	<p>E.4 a & b: NGB must provide prompt and equitable resolution of grievances as outlined in the Act §220522(14).</p> <p>NGB must provide fair notice and opportunity for a hearing to any amateur athlete, coach, trainer, manager, administrator, or official before declaring the individual ineligible to participate as outlined in the Act §220522(8).</p> <p>FINDING: Of the five grievance cases reviewed, the following issues were identified.</p> <p>There was one instance where USA Boxing did not properly communicate the grievance complaint to the respondent within 14 business days as required.</p> <p>USA Boxing did not resolve two complaints within 90 days as required by the USA Boxing Grievance Procedures.</p> <p>Four hearings conducted did not have 33.3% athlete representation on the hearing panel.</p> <p>USA Boxing did not communicate hearing panel composition to the parties prior to the hearing for three hearings.</p>	<p>USA Boxing staff will review each case thoroughly to ensure timeline goals are met. Also, a goal to review grievances within 75 days has been set to see if the 90 day timeframe will be met. Staff will work with all parties if a time continuance is needed and will document any extensions.</p> <p>USA Boxing will also ensure that all required hearings have 33.3% athlete representation on the hearing panel unless an exception is granted.</p> <p>Finally, USA Boxing will communicate the hearing panel composition to the parties prior to the hearing.</p> <p>Due Date: March 31, 2025</p>
8	Equal Opportunity Policies and Anti-Discrimination Training	Management Action Plan

<p>STANDARD: NGB must provide an equal opportunity to amateur athletes, coaches, trainers, managers, administrators, and officials to participate in amateur athletic competition, without discrimination on the basis of race, color, religion, sex, age, or national origin as required by the Act §220522(8). NGBs must also comply with all state and local requirements for anti-discrimination training.</p> <p>FINDING: While USA Boxing has a policy that prohibits discrimination as required by the Act, USA Boxing has refused to admit a member who seeks to join USA Boxing as a female non-athlete member, which is the gender she identifies with. The USOPC documented USA Boxing’s non-compliance with this provision of the Act in a letter issued on September 3, 2024, and specifically informed USA Boxing that the USOPC considers USA Boxing’s refusal to allow the prospective member to join as female non-athlete member violation of the Act’s provision prohibiting discrimination on the basis of sex.</p>	<p>USA Boxing is working with the USOPC Ethics & Compliance Office to resolve this matter. USOPC Audit will follow up on the due date listed below to verify and assess any remedial actions taken</p> <p>Due Date: March 31, 2025</p>
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Findings in this report are currently in remediation. A closure letter will be issued once all findings have been remediated.