

UNITED STATES  
OLYMPIC & PARALYMPIC  
COMMITTEE



# **NGB Compliance Audit**

## **USA Field Hockey**

April 25, 2025

# Executive Summary

## Background, Scope, and Objectives

The United States Olympic & Paralympic Committee's Audit department (USOPC Audit) completed an audit of USA Field Hockey. The purpose of the audit was to determine if USA Field Hockey complies with the requirements of the NGB Compliance Standards (Standards), effective January 1, 2025, and to conduct testing in areas that present an increased risk to athletes, other members, and/or USA Field Hockey. 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.

## Audit Summary

Overall, USOPC Audit concluded that USA Field Hockey has met 24 of 27 applicable Standards and did not identify any significant concerns. USA Field Hockey maintains well-structured policies and upholds appropriate athlete representation on its board and designated committees, reinforcing its commitment to athlete engagement and inclusion. Additional details are in the findings below.

# NGB Compliance Audit Findings

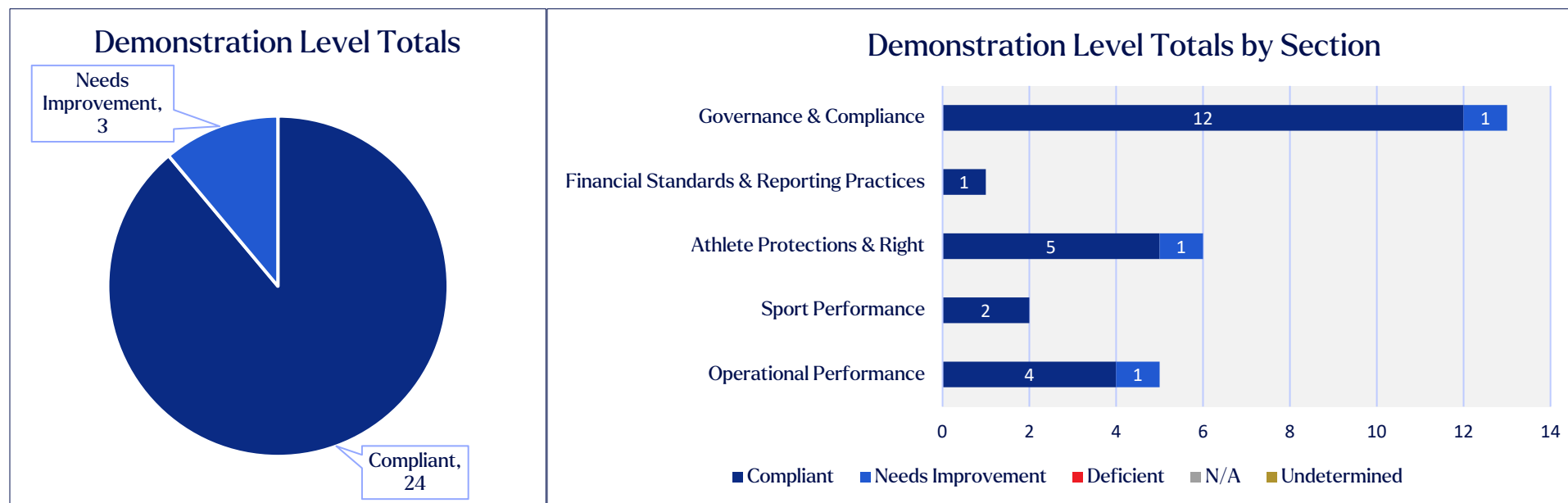
All Standards are evaluated against the 2025 Implementation Guide for Compliance Standards (Implementation Guide). References to the USOPC Bylaws are based on the effective date of April 1, 2024.

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.2 a	X		
Membership Requirements	A.2 b	X		
Athlete Advisory Council	A.3 a		X	
Board Governance	A.4 a	X		
Board Development	A.4 b	X		
Code of Conduct	A.6 a	X		
Conflicts of Interest Policy	A.6 b	X		
Gifts and Entertainment Policy	A.6 c	X		
Diversity Equity & Inclusion Requirements	A.7 b	X		
Equal Pay for Team USA	A.7 c	X		
Ombuds' Policy	A.9 a	X		
<b>Total</b>		<b>12</b>	<b>1</b>	<b>0</b>

Needs Improvement		
1	Athlete Advisory Council	Management Action Plan
	<p><b>A.3 a:</b> NGB must have an Athletes' Advisory Council that meets the minimum standards set forth by the USOPC.</p> <p><b>FINDING:</b> USA Field Hockey does not require all Athletes' Advisory Council representatives to complete a conflict of interest form or to submit any other disclosures prior to their election.</p>	<p>USA Field Hockey collaborated with the internal Athletes' Advisory Council (AAC) to ensure that all AAC candidates will complete the required disclosures prior to election. USA Field Hockey updated the 2025 USA Field Hockey Athlete Handbook, which now clearly outlines AAC candidate disclosure requirements.</p> <p>This finding has been remediated.</p>

## Financial Standards and Reporting Practices

NGB Compliance Standards Section B				
Title	Standard	Compliant	Needs Improvement	Deficient
Financial Capability	B.1 a	X		
<b>Total</b>		<b>1</b>	<b>0</b>	<b>0</b>

## 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 - b	X		
USOPC Athlete Safety Requirements	C.2 a	X		
Anti-Doping Policies	C.3 a	X		
Anti-Doping Policy Language	C.3 b	X		
Athlete Agreements	C.4 a		X	
Athlete Support Criteria	C.5 a	X		
<b>Total</b>		<b>5</b>	<b>1</b>	<b>0</b>

Needs Improvement		
2	Athlete Agreements	Management Action Plan
	<p><b>C.4 a:</b> NGB must comply with the USOPC NGB Athlete Agreements Policy.</p> <p><b>FINDING:</b> The athlete agreement needs to be updated to align with current practices. As it stands, USA Field Hockey's athlete agreement does not contain the criteria for obtaining all basic services, additional services, and commitments provided to the athlete.</p>	<p>USA Field Hockey updated their 2025 athlete agreements to include all criteria for athletes to be eligible for basic services including direct athlete support and elite athlete health insurance (EAHI), consistent with the definition listed in the USOPC NGB Athlete Agreement Policy.</p> <p>This finding has been remediated.</p>

## Sport Performance

NGB Compliance Standards Section D				
Title	Standard	Compliant	Needs Improvement	Deficient
High-Performance Plan Submission	D.3 a	X		
Event Sanctioning	D.3 b	X		
<b>Total</b>		<b>2</b>	<b>0</b>	<b>0</b>

## Operational Performance

NGB Compliance Standards Section E				
Title	Standard	Compliant	Needs Improvement	Deficient
Managerial and Board Capability	E.1 a	X		
Whistleblower and Anti-Retaliation Policy	E.3 a	X		
Complaint Resolution and Hearing Procedures	E.4 a & b		X	
USOPC Trademark Protection	E.6 a – d	X		
Strategic Planning	E.6 a	X		
<b>Total</b>		<b>4</b>	<b>1</b>	<b>0</b>

Needs Improvement		
3	Complaint Resolution and Hearing Procedures	Management Action Plan
	<p><b>E.4 a &amp; b:</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><b>FINDING:</b> USA Field Hockey mostly follows their grievance procedures with some areas of concern identified during review of one grievance, including: not providing notice to the respondent with 14 days, not holding a hearing within 90</p>	<p>USA Field Hockey will provide refresher training of its grievance and complaint process with its Judicial and Ethics Committee and USA Field Hockey staff to ensure all steps are followed and adhered to in accordance with the policy.</p> <p>USA Field Hockey will implement an internal monitoring system to ensure all future grievances are resolved in a timely manner as stated in their grievance procedures.</p>

	days and not documenting the disclosure of the hearing panel to the respondent prior to the hearing.	In addition, USA Field Hockey will update their procedures to retain all supporting documentation of the grievance and complaint process for all future cases.  <b>Due Date:</b> August 19, 2025
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Findings in this report are currently in remediation. A closure letter will be issued once all findings have been remediated.