

**United States Olympic and Paralympic Committee
Certification Review Group**



**Certification Renewal Follow-Up Report for USA Pentathlon Multisport
December 12, 2024**



**UNITED STATES
OLYMPIC & PARALYMPIC
COMMITTEE**

USA Pentathlon Multisport Certification Renewal Follow-Up Report Executive Summary

In March 2024, the United States Olympic and Paralympic Committee (USOPC) Board of Directors renewed the certification of USA Pentathlon Multisport (USAPM) as a National Governing Body (NGB) with a status of Renewal with Conditions. In accordance with the USOPC's NGB Certification Policy, the conditional certification provided USAPM until September 30, 2024, to remediate the identified condition related to USAPM's athlete safety program:

- USAPM must successfully demonstrate that it is executing its background check policy in accordance with Standard C.3a during NGB Audit's follow-up testing period in Q3 2024.

Following the end of this remediation period, the USOPC's Certification Review Group (CRG) would then evaluate the USAPM's fulfillment of the condition and deliver an updated recommendation to the USOPC Board of Directors.

The CRG evaluated USAPM's progress in October 2024, following the end of the remediation period. As of that time, USAPM had not yet resolved the underlying finding from NGB Audit to demonstrate that it was effectively executing its background check policy to meet the NGB Compliance Standards. In addition to the existing condition, since the initial certification review, the USOPC became aware of additional concerns related to USAPM's compliance and issued additional required reforms to the NGB, which are now included as part of this certification recommendation.

As a result of USAPM's failure to meet the condition of its initial Renewal with Conditions certification, as well as the additional concerns that were identified during the remediation period, the CRG recommends that USAPM's certification status be maintained as Renewal with Conditions. USAPM must resolve the original certification condition, as well as the additional condition of fulfilling the required reforms outlined above, by March 31, 2025. If the CRG determines that USAPM has successfully and timely addressed the conditions of this certification, the CRG will recommend that USAPM's certification status be upgraded to Renewal in Good Standing. If USAPM fails to resolve these conditions to the CRG's satisfaction within the given timeframe, the CRG will determine accountability measures appropriate to address USAPM's non-compliance, including potential initiation of decertification proceedings.

Certification History

The CRG completed a certification renewal review of USAPM in 2024 based on the USOPC's quadrennial certification renewal schedule. As a result of this review, the CRG recommended that USAPM be certified with a status of Renewal with Conditions. The USOPC Board of Directors accepted this recommendation on March 14, 2024.

The ratification of the Renewal with Conditions status began a remediation period for USAPM to resolve the condition the CRG put in place for its certification renewal. USAPM's remediation period ran through September 30, 2024.

Certification Conditions

USAPM's Renewal with Conditions certification status was contingent on the completion of the following condition:

- USAPM must successfully demonstrate that it is executing its background check policy in accordance with Standard C.3a during NGB Audit's follow-up testing period in Q3 2024.

Remediation of Conditions

USAPM did not successfully demonstrate that it could execute its background check policy in accordance with the NGB Compliance Standards. While USAPM submitted documentation to be tested by the NGB Audit team and provided validation that all staff and board members had valid background checks, NGB Audit could not confirm current background checks for members within the general population and there were not adequate controls in place to confirm background checks and prevent participation if necessary. Accordingly, the CRG determined that USAPM did not fulfill the conditions of its March 2024 certification.

Additional Conditions

In addition to failing to fulfill the conditions of its certification, USAPM was also the subject of an additional review by the USOPC's Compliance team during the remediation period. This review related to concerns related to USAPM's compliance with open membership requirements of the Ted Stevens Olympic and Amateur Sports Act and NGB Compliance Standards, its own bylaws provisions related to elections to its Board of Directors, and the insurance coverage requirements of the NGB Compliance Standards. In October 2024, the Compliance team issued the following required reforms of USAPM that remain outstanding as of the date of this recommendation:

- USAPM must inform the USOPC how it intends to execute its 2025 elections consistent with the USAPM Bylaws, and the timelines to do so, by December 20, 2024.
- By March 31, 2025, USAPM must demonstrate that it has conducted a fair and transparent Director election for all open Board of Director seats in accordance with the USAPM Bylaws.

Conclusion

USAPM's failure to demonstrate that it can execute its background check policy competently and in compliance with the NGB Compliance Standards within the remediation period of the March 2024 conditional certification, as well as the non-compliance concerns related to its open membership and election procedures, lead the CRG to recommend that USAPM's certification

status remain Renewal with Conditions. With this updated recommendation, the CRG is requiring that USAPM fulfill the following conditions:

- In accordance with the original condition of certification from the Renewal with Conditions status report from March 2024, USAPM must successfully demonstrate that it is executing its background check policy in accordance with Standard C.3a during NGB Audit's next follow-up testing period in 2025.
- USAPM must fulfill the required reforms from Compliance's October 2024 Letter of Concern within the given timeframes.

As part of this Renewal with Conditions rating, following the USOPC Board of Directors' ratification of this recommendation report, USAPM will have until March 31, 2025 to successfully demonstrate that it has fulfilled all conditions of this certification. If USAPM successfully and timely fulfills the conditions, the CRG will recommend that its certification rating be upgraded to Renewal in Good Standing. If USAPM does not timely fulfill the conditions of this certification, the CRG will discuss what accountability measures are appropriate to address USAPM's continued non-compliance, including potential initiation of decertification proceedings.