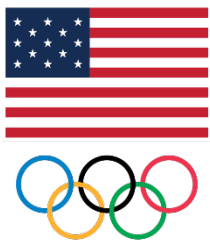


**United States Olympic and Paralympic Committee
Certification Review Group**



**Certification Renewal Follow-Up Report for U.S. Ski & Snowboard
April 16, 2025**



**UNITED STATES
OLYMPIC & PARALYMPIC
COMMITTEE**

U.S. Ski & Snowboard Certification Renewal Follow-Up Report Executive Summary

In November 2024, the United States Olympic and Paralympic Committee (USOPC) Board of Directors renewed the certification of U.S. Ski & Snowboard (USSS) as a National Governing Body (NGB) with a status of Renewal with Conditions. In accordance with the USOPC's NGB Certification Policy, and ratified by the USOPC Board of Directors, USSS had until December 31, 2024, to resolve the remaining deficiencies and fulfill the conditions outlined in the report issued November 2024. Upon the deadline, the Certification Review Group would then evaluate the NGB's progress and deliver an updated recommendation to the USOPC Board of Directors.

The CRG's initial certification review of USSS found that the organization was meeting most of the USOPC's NGB Compliance Standards in the five core areas of evaluation for certification: Governance and Compliance, Financial Standards and Reporting Practices, Athlete Protections and Rights, Sport Performance, and Operational Performance. However, at the close of the initial certification review period, USSS' conflict of interest disclosure and review process, as well as its grievance procedures and whistleblower and anti-retaliation policy, were still deficient, and the CRG made sufficient demonstration of that control and updates to those policies conditions of certification.

During the remediation period, USSS ensured its conflict of interest disclosure and review process was being executed effectively, and that all staff members and other individuals to whom the policy applied completed disclosure forms. USSS provided evidence of sufficient disclosure form review, and that direction letters included pertinent information for any conflict mitigation. USSS also updated its grievance procedures and its whistleblower and anti-retaliation policy to fully comply with the NGB Compliance Standards. Additionally, USSS also took action to resolve other marginal issues, which did not affect its certification status.

As a result of USSS' timely action to meet the conditions of its initial Renewal with Conditions certification, the CRG recommends that USSS' certification status be upgraded to Renewal in Good Standing for its certification term ending in 2028.

Certification History

The CRG completed a certification renewal review of USSS in 2024 based on the USOPC's quadrennial certification renewal schedule. As a result of this review, the CRG recommended that USSS be certified with a status of Renewal with Conditions. The USOPC Board of Directors accepted this recommendation on November 13, 2024.

The ratification of the Renewal with Conditions status began a 48-day remediation period for USSS to resolve the conditions the CRG put in place for the certification. USSS' remediation period ran through December 31, 2024.

Certification Conditions

USSS' Renewal with Conditions certification status was contingent on the completion of the following conditions:

- USSS must follow its conflicts of interest policy and require conflict disclosures from all staff members and other individuals to whom the policy applies.
- USSS must provide evidence that all conflict disclosures have been reviewed and that direction letters include sufficient information to make clear the steps an individual must take to mitigate any conflicts.
- USSS must update its grievance procedures to fully comply with Standard E.4 a & b of the Implementation Guide for NGB Compliance Standards.
- USSS must update its whistleblower and anti-retaliation policy to fully comply with Standard E.5 a of the Implementation Guide for NGB Compliance Standards.

Remediation Actions

In accordance with its audit management action plan, USSS executed its conflict of interest policy, and required conflict disclosures from all staff members and other applicable individuals. USSS appropriately obtained and reviewed the conflict of interest disclosure forms, and distributed management action letters to applicable parties with sufficient guidance for individuals to mitigate any conflicts.

In addition, USSS promptly updated and sought board approval for its grievance procedures and whistleblower and anti-retaliation policy, which brought both policies into compliance with the NGB Compliance Standards, E.4 a & b and E.5 a, respectively.

Additional Actions Taken

While not conditions of certification, USSS also had marginal issues that were noted in its certification review but did not affect its certification status. During the remediation period, USSS also took action to resolve those issues, which included the revision of its bylaws and ensuring required information pertaining to Paralympic Classification was present on its website. This work demonstrates USSS' commitment to the NGB Compliance Standards and to its own organizational excellence.

Conclusion

USSS provided the USOPC NGB Audit department with all evidence to close its audit findings, as memorialized in its closure letter issued on November 26, 2024.¹

Thus, the CRG concludes that USSS is performing satisfactorily overall based on input from CRG members and its completion of the conditions required as part of its November 2024 Renewal with Conditions certification. USSS completed the requirements well before the remediation period for its Renewal with Conditions status and there are no outstanding areas of concern affecting its certification status at this time. Accordingly, the CRG recommends that USSS' certification status be upgraded from Renewal with Conditions to Renewal in Good Standing for its current certification term ending in 2028.

¹ [*NGB Compliance Audit Closure Letter – U.S. Ski & Snowboard*](#), November 26, 2024.