



# CERTIFICATION RENEWAL REVIEW OF USA BASEBALL

## Executive Summary

The USOPC’s Certification Review Group (CRG) renewed [USA Baseball](#) as the certified National Governing Body (NGB) for the sport(s) of baseball within the United States. The CRG’s holistic review resulted in a “Renewal in Good Standing” rating for a four-year certification term ending in 2029. Additional details pertaining to the review follow in the subsequent report.

## NGB Certification Overview

### NGB Certification History

The CRG first reviewed USA Baseball in 2021, after its quadrennial compliance audit. As noted in the associated graph, USA Baseball received a rating of Renewal in Good Standing based on the NGB’s remediation of compliance audit findings, as well as its overall performance in five key areas: Governance and Compliance, Financial Standards and Reporting Practices, Athlete Protections and Rights, Sport Performance, and Operational Performance.

NGB Certification Status	
2025	Renewal in Good Standing
2021	Renewal in Good Standing

### Athlete Representation Review Working Group (ARRWG) Decisions

USA Baseball requested that the ARRWG review and approve expanded athlete representation options. The ARRWG’s determinations can be found in USA Baseball’s effective [Record of Decision](#).



## Athlete Well-Being

### Athlete Listening

The CRG uses feedback from eligible, currently competing Team USA Athletes about their NGBs through the annual Athlete Listening Survey. To supplement, the Athlete Services department also engages in discussion with athlete representatives from the NGB under certification review. If an NGB does not have enough participants to meet the survey's participation threshold<sup>1</sup>, which triggers an individual report about that specific NGB, then the CRG uses only discussion-based feedback as part of the holistic evaluation.

USA Baseball received positive athlete feedback; athletes expressed the NGB prioritizes communication, operates transparently, and encourages athlete voice. Athletes noted appreciation for the staff and specifically highlighted the addition of a new position with a focus on alumni relations. Regarding high performance, athletes acknowledged the new facility in Cary, North Carolina as an opportunity for an impactful resource. Athletes praised the CEO specifically for their leadership, and to the NGB for its overall professionalism.

### Athlete Safety

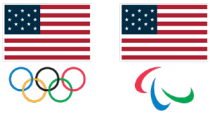
USA Baseball maintains and enforces an athlete safety program consistent with the requirements of relevant federal law, as well as with the policies and standards of the USOPC and the U.S. Center for SafeSport (the Center). Please see the Center's most recent [Administrative Audit](#) and corresponding [Corrective Action Taken report](#), as well as its most recent [Event Audit](#) and corresponding [Corrective Action Taken report](#), for more details on the NGB's work to foster a safe environment for its athlete participants.

### Anti-Doping

USA Baseball maintains an anti-doping program consistent with the requirements of the USOPC and the U.S. Anti-Doping Agency (USADA) in its efforts to preserve clean and fair competition for its athlete participants. USA Baseball submits its Registered Testing Pool and Clean Athlete Program athlete lists on time, identifies all athletes on Delegation Event Long Lists, and ensures that a staff member is responsible to serve as the USADA liaison in executing its anti-doping program.

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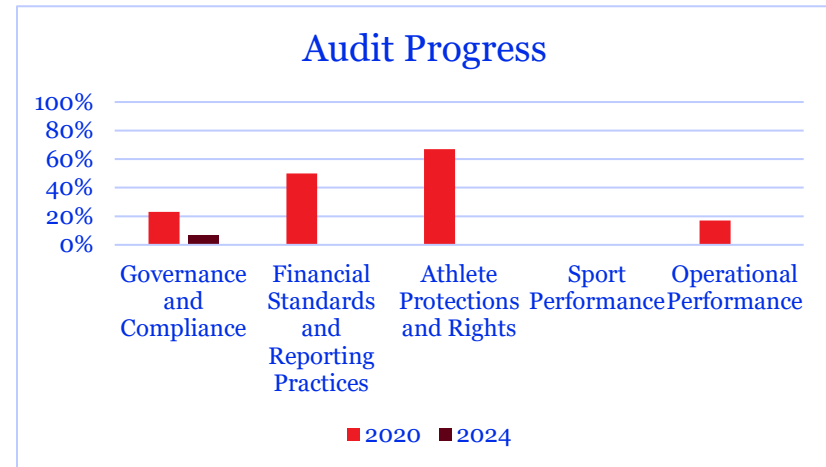
<sup>1</sup> See the Appendix for details on the Athlete Listening Survey.



## NGB Operational Health

### Audit

The most recent [Compliance Audit](#) conducted in 2024 resulted in one finding. USA Baseball addressed the identified issue in a timely manner, and there are no outstanding high-risk audit findings that affect the organization’s continued certification as an NGB. The USOPC Audit department validated that the NGB executed its management action plan, as memorialized in its [Closure Letter](#). As depicted in the associated graph, the NGB reduced its number of audit findings in all core areas of evaluation within its most recent audit, demonstrating its commitment to organizational excellence.

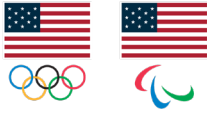


### Compliance

In addition to addressing its audit findings, USA Baseball also demonstrates operational health by fulfilling ongoing compliance obligations assessed by the USOPC Compliance department. The NGB routinely submits required annual reporting, publishes required documentation on its website, maintains adequate athlete representation on its board of directors, maintains required insurance coverages, and is in good standing with the IRS. Within the last four years, USA Baseball has not been the subject of a compliance review or investigation conducted by the USOPC Compliance department.

### Diversity, Equity, and Inclusion

USA Baseball’s operational health is also assessed through its active participation in the USOPC’s NGB DE&I programming. The NGB consistently submits its diversity data to the USOPC DE&I team as reflected in its most recent [DE&I Scorecard](#), as well as submits a comprehensive DE&I Action Plan, which outlines key DE&I initiatives, target groups, and success measures that the organization commits to for the duration of the quadrennium.



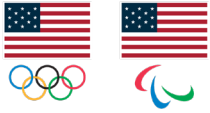
## Competitive Excellence

### High Performance Programs

USA Baseball maintains and executes a strategic plan that supports Team USA athletes in achieving sustained competitive excellence. The NGB submits its Delegation Event Selection Procedures to the USOPC Sport Performance and NGB Services departments on time and maintains a systemic talent identification process.

## Conclusion

The CRG concluded that USA Baseball is performing satisfactorily based on input from the CRG members and the results of the USOPC Audit department's 2024 Compliance Audit. There are no outstanding areas of concern affecting the NGB's certification status at this time. Accordingly, the CRG recommends that USA Baseball's certification as a member organization of the USOPC be renewed with a rating of "Renewal in Good Standing".



## Appendix

### **Certification Renewal Process**

The USOPC promotes and supports a culture of good governance, ethics, and compliance among the NGBs that, as member organizations of the USOPC, make up the Olympic and Paralympic Movement. Amendments to the Ted Stevens Olympic and Amateur Sports Act (the Act), which became effective in late 2020, require the USOPC to certify NGBs.<sup>2</sup> The USOPC determined that as of January 1, 2021, all member organizations would be certified, and their certifications would be reviewed for renewal on a rolling basis every four years.<sup>3</sup>

Governed by the USOPC's [NGB Certification Policy](#), the NGB certification review process is supported by a cross-functional body of professionals at the USOPC, the Certification Review Group (CRG), who interact with NGBs in their day-to-day work. These professionals evaluate an NGB's operations across multiple functional areas to provide a holistic review of an NGB's performance and culture.<sup>4</sup> In addition to enumerated standards for NGB performance described in the Act, the [USOPC Bylaws](#), and the USOPC's NGB Compliance Standards, the CRG considers departmental observations about an NGB's operations that may not be identified in a formal audit but are relevant to consider when evaluating an NGB's overall performance. CRG members use departmental data, as well as consider timeliness and execution of an NGB's operational practices respective to their department's work. Thus, CRG members representing different departments use various sources of data to inform holistic NGB ratings.

### **Athlete Listening Survey**

As required by the Act, and further prescribed in the USOPC Bylaws and [USOPC and IMS Compliance Standards](#), Standard C.6, the USOPC solicits feedback from eligible, currently competing Team USA athletes concerning their satisfaction with the USOPC, Team USA Athletes' Commission, the Center, and their NGB through an annually distributed Athlete Listening Survey. The Athlete Listening Survey aims to: (1) amplify athletes' voices in a confidential manner to better understand their experience, sentiment, service satisfaction, and overall needs; (2) provide athletes with a platform to give feedback used in USOPC decision making; and (3) capture data of the athlete experience over time.

Within an NGB's certification renewal review period, the CRG uses athletes' responses from the Athlete Listening Survey respective to their NGB to inform the CRG's overall certification rating. To trigger the production of a report specific to an NGB, the Athlete Listening Survey must be distributed to at least twenty eligible athletes and result in a minimum of five participating respondents. If this participation threshold is not met, an NGB-specific survey is not produced, but the data is still included as part of the comprehensive survey.

### **Certification Standards, Exceptions, and Review Components**

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<sup>2</sup> See §220521(a) of the Ted Stevens Olympic and Amateur Sports Act.

<sup>3</sup> NGB Certification Policy, Section 1.

<sup>4</sup> The CRG uses a four-year lookback period during this review process.



As required by Standard A.2 of the USOPC and IMS Compliance Standards, and described in Section 8.4.1 of the USOPC Bylaws, the USOPC must administer its membership by requiring NGBs to satisfy certification requirements in five core areas: Governance and Compliance, Financial Standards and Reporting Practices, Athlete Safety, Sport Performance, and Operational Performance. The USOPC Implementation Guide for NGB Compliance Standards provides NGBs with specific guidance for how they will be evaluated in each of these core areas.

Section 8.4.2 of the USOPC Bylaws permits an NGB to submit a request for limited exceptions to any of the NGB Compliance Standards which, as a result of its overall structure or other extenuating circumstances, cannot or need not be reasonably met. The CRG evaluates all requests received and grants or denies such limited exceptions.

Various provisions of Section 8.5 of the USOPC Bylaws permit NGBs to seek exceptions related to minimum athlete representation requirements on boards and designated committees as well as exceptions or additions to which of its committees are considered designated committees. The Athlete Representation Review Working Group evaluates and approves or denies all requests made under Section 8.5.