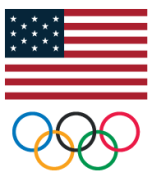


**UNITED STATES OLYMPIC AND PARALYMPIC COMMITTEE  
CERTIFICATION REVIEW GROUP**



**USA Racquetball  
Certification Renewal Follow-Up Report  
June 22, 2022**



**UNITED STATES  
OLYMPIC & PARALYMPIC  
COMMITTEE**

## **USA Racquetball Certification Renewal Follow-up Report Executive Summary**

In December 2021, the United States Olympic and Paralympic Committee (USOPC) Board of Directors renewed the certification of USA Racquetball as a National Governing Body (NGB) with a status of Renewal with Conditions. In accordance with the USOPC's NGB Certification Policy, USA Racquetball had 180 days from the USOPC Board of Directors' ratification of this recommendation to resolve the remaining deficiencies and fulfill the conditions outlined in the report issued in December 2021, then the Certification Review Group would evaluate the NGB's progress and deliver an updated recommendation to the USOPC Board of Directors.

The CRG's initial certification review of USA Racquetball 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, the USA Racquetball Background Check Policy was still deficient, and the CRG made the remediation of that policy a condition of the certification renewal. In addition, the CRG identified that USA Racquetball leadership did not have an adequate understanding of SafeSport processes and requirements, so the CRG required additional training as a condition of the certification renewal as well.

During the 180-day remediation period, USA Racquetball updated its Background Check Policy as needed and its board of directors and senior leadership participated in the SafeSport trainings selected by the CRG in consultation with the US Center for SafeSport (the Center) and hosted by the Center. Additionally, USA Racquetball also took action to resolve other marginal deficiencies that the CRG noted previously, but did not affect their certification status, as it pursued overall organizational excellence.

As a result of USA Racquetball's timely action to meet the conditions of its initial Renewal with Conditions certification, the CRG recommends that USA Racquetball's certification status be upgraded to Renewal in Good Standing for its certification term ending in 2025.

## **Certification History**

The CRG completed a certification renewal review of USA Racquetball in 2021 based on the USOPC's quadrennial certification renewal schedule. As a result of its review, the CRG recommended that USA Racquetball be certified with a status of Renewal with Conditions. The USOPC Board of Directors accepted this recommendation on December 16, 2021.

The ratification of the Renewal with Conditions status began a 180-day remediation period for USA Racquetball to resolve the conditions the CRG put in place for the certification. USA Racquetball's remediation period ran through June 14, 2022.

## **Certification Conditions**

USA Racquetball's Renewal with Conditions certification status was contingent on the completion of the following conditions:

- Resolving the significant deficiencies with the USA Racquetball Background Check Policy to fully meet the NGB Compliance Standards
- Completion of SafeSport training by USA Racquetball's board of directors and senior management to address the CRG's concerns about leadership's understanding of SafeSport processes and obligations

## **Remediation Actions**

### *Background Check Policy*

During the initial certification renewal review, NGB Audit identified that the USA Racquetball Background Check Policy was missing several components required to comply with the USOPC Responsible Sport Organization Background Check Policy, constituting a significant deficiency. While USA Racquetball was generally operating in accordance with the Responsible Sport Organization Background Check Policy based on the use of an approved vendor for background checks, the written policy did not fully reflect the actions taken by USA Racquetball. USA Racquetball updated its written Background Check Policy to include all required elements to fulfill this condition and the revised policy was approved by the USA Racquetball Board of Directors in April 2022.

### *SafeSport Training*

The CRG worked in consultation with the Training and Outreach team from the US Center for SafeSport to identify appropriate training for the USA Racquetball Board of Directors and senior management team to participate in to gain a better understanding of the organization's obligations under the SafeSport Code and the Minor Athlete Abuse Prevention Policies (MAAPP).

First, the USA Racquetball board and management team completed the 2022 MAAPP Abuse Prevention Training for Administrators. This training covered the three policies that make up the MAAPP: education and training, organizational responsibilities, and required prevention policies. The training addressed the Center's jurisdiction, in-program contact, exceptions to the MAAPP, reporting, and response. Additionally, the team participated in case studies that walked through realistic scenarios and showed how the MAAPP would be applied.

Second, the Center conducted a second training for USA Racquetball's board and management team focused on the SafeSport Code at a USA Racquetball board meeting. It included an overview of the Code, notable changes made to the Code for 2022, and a walkthrough of case data and trends by the Center's CEO.

Combined, these trainings provided USA Racquetball leadership with an opportunity to expand and solidify their knowledge of the athlete safety obligations USA Racquetball has under both the SafeSport Code and

the MAAPP. The trainings fulfilled the certification condition related to training from USA Racquetball's original certification review.

### **Additional Actions Taken**

While not conditions of the certification, USA Racquetball also had marginal deficiencies that were noted in its certification review but did not contribute to its Renewal with Conditions status. During the remediation period, USA Racquetball also took the following action to resolve those deficiencies:

- Updated the organization's financial policies and procedures to include additional content about cash controls and the payroll process that was not included in the USA Racquetball Financial Procedures Manual at the time of the original certification recommendation
- Added additional specificity to the USA Racquetball bylaws to indicate the individuals who qualify to serve in an athlete representative position as a 10 Year Athlete
- Revised USA Racquetball bylaws to include previously missing minor elements required by the NGB Compliance Standards, including a reference to the USA Racquetball Conflict of Interest Policy and term limits for committee members
- Revised the Code of Conduct, Conflict of Interest Policy, and Whistleblower Policy to include previously missing minor elements required by the NGB Compliance Standards

While not required to fulfill its certification conditions, USA Racquetball's work to uplift its bylaws and policies to resolve marginal deficiencies is an indicator of the organization's commitment to the NGB Compliance Standards and continuing to pursue organizational excellence, which is an objective of the certification process.

### **Conclusion**

The CRG concludes that USA Racquetball is performing satisfactorily overall based on input from CRG members and its completion of the conditions required as part of its December 2021 Renewal with Conditions certification. USA Racquetball completed all requirements within 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 USA Racquetball's certification status be upgraded from Renewal with Conditions to Renewal in Good Standing for its current certification term ending in 2025.