

UNITED STATES
OLYMPIC & PARALYMPIC
COMMITTEE



NGB Compliance Audit

USA Gymnastics

November 24, 2025

Executive Summary

Background, Scope, and Objectives

The United States Olympic & Paralympic Committee's Audit department (USOPC Audit) completed an audit of USA Gymnastics. The purpose of the audit was to determine if USA Gymnastics 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 Gymnastics. 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, Audit concluded that USA Gymnastics has met 23 of 27 applicable Standards and did not identify any significant concerns. Strong compliance was noted for athlete protection and rights and operational performance. Additional details are in the findings below.

NGB Compliance Audit Findings

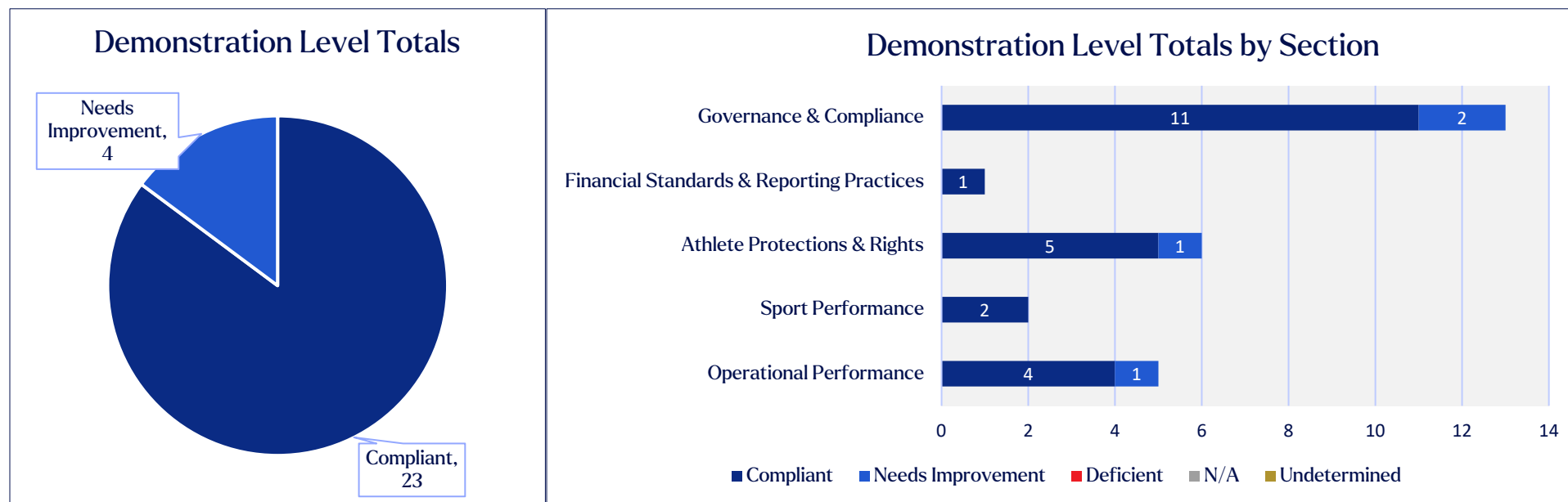
All Standards are evaluated against the 2025 Implementation Guide for Compliance Standards (Implementation Guide). References to the USOPC Bylaws are based on the effective February 1, 2025.

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		
Total		11	2	0

Needs Improvement		
1	Board Development	Management Action Plan
	<p>A.4b: The NGB board must ensure the following activities are completed:</p> <ul style="list-style-type: none"> i. Formal onboarding for board members and committee members, ii. USOPC training for board members and committee members, iii. At least once per quad, perform a self-evaluation of the board's performance using the USOPC-provided resource, and iv. Annual performance evaluation of the CEO/Executive Director. <p>FINDING: USA Gymnastics performs an annual performance evaluation of their CEO. However, USA Gymnastics could not provide documentation showing that the results of the evaluation were communicated in writing.</p>	<p>USA Gymnastics will ensure results of the annual performance evaluation are communicated in writing on an ongoing basis.</p> <p>Due Date: December 31, 2025</p>
2	Athlete Representation	Management Action Plan

Policy	<p>A.1 a & b:</p> <p>a. NGB must have at least 33.3% athlete representation on its board of directors as required by the Act §220522(13) and further defined by the USOPC Bylaws, Section 8.5.3.</p> <p>b. NGB must have at least 33.3% athlete representation on all Designated and Other Committees as required and defined by the USOPC Bylaws, Section 8.5.4 and 8.5.5.</p> <p>FINDING: USA Gymnastics Bylaws are missing minor elements of the athlete representation requirements regarding its board and committees.</p>	<p>USA Gymnastics will update their Bylaws to meet the athlete representation requirements.</p> <p>Due Date: March 23, 2026</p>
Application	<p>FINDING: USA Gymnastics does not have at least 33.3% athlete representation on one designated committee and seven other committees.</p>	<p>USA Gymnastics is actively working to identify and seat athletes on committees as required.</p> <p>Due Date: March 23, 2026</p>

Financial Standards and Reporting Practices

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

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		
Total		5	1	0

Needs Improvement		
3	Athlete Agreements	Management Action Plan
	C.4a: NGB must comply with the USOPC NGB Athlete Agreement Policy FINDING: USA Gymnastics' athlete agreements do not clearly define a reasonable number of promotional events that athletes must attend.	USA Gymnastics will update their athlete agreements to clearly define what a reasonable number of promotional events required to attend is. Due Date: March 23, 2026

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		
Total		2	0	0

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.5 a – d	X		
Strategic Planning	E.6 a	X		
Total		4	1	0

Needs Improvement		
4	Complaint Resolution and Hearing Procedures	Management Action Plan
Policy	<p>E.4a & b:</p> <p>a. NGB must provide prompt and equitable resolution of grievances as outlined in §220522(14) of the Act.</p> <p>b. 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 §220522(8) of the Act.</p> <p>FINDING: There are minor elements missing from USA Gymnastics' Grievance Policies in the following areas: investigation and resolution, the review process, arbitration, and resources.</p>	<p>USA Gymnastics will update their Grievance Policies to include the required elements.</p> <p>Due Date: March 23, 2026</p>

Findings in this report are currently in remediation. A closure letter will be issued once all findings have been remediated.