

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



**Certification Renewal Follow-Up Report for USA Softball
April 16, 2025**



**UNITED STATES
OLYMPIC & PARALYMPIC
COMMITTEE**

USA Softball 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 USA Softball (USAS) 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, USAS 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 USAS 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, USAS' conflict of interest, as well as athlete representation on Designated and Other Committees, were still deficient, and the CRG made sufficient demonstration of that control and updates to those policies conditions of certification.

During the remediation period, USAS ensured its conflict of interest disclosure and review process was being executed effectively, and that all individuals to whom the policy applied completed disclosure forms. USAS provided evidence of sufficient disclosure form review, and that direction letters included pertinent information for any conflict mitigation. USAS also ensured adequate athlete representation on its Designated and Other committees. Additionally, USAS resolved and is actively working on other marginal issues, which did not affect its certification status.

As a result of USAS' timely action to meet the conditions of its initial Renewal with Conditions certification, the CRG recommends that USAS' 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 USAS in 2024 based on the USOPC's quadrennial certification renewal schedule. As a result of this review, the CRG recommended that USAS 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 USAS to resolve the conditions the CRG put in place for the certification. USAS' remediation period ran through December 31, 2024.

Certification Conditions

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

- USAS must ensure all Designated Committees meet the 33.3% athlete representation requirement in accordance with Standard A.1 b.
- USAS must ensure appropriate athlete representation or seek an exception to the requirements for all Other Committees, in accordance with the requirements of the NGB Compliance Standards and USOPC Bylaws.
- In accordance with Standard A.6 a, USAS must demonstrate that its conflict of interest disclosure and review process is executed consistent with the requirements.

Remediation Actions

In accordance with its audit management action plan, USAS executed its conflict of interest policy and required conflict disclosures from all committee members and other required individuals. USAS 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, USAS worked with their athlete's council to adequately seat athletes on several committees. USAS now meets the athlete representation in accordance with the NGB Compliance Standards.

Additional Actions Taken

While not conditions of certification, USAS also had marginal issues that were noted in its certification review but did not affect its certification status. During the remediation period, USAS updated its background check policy and process. USAS had an extended deadline to seat a qualified independent board director by December 31, 2024. While unable to meet the deadline, USAS is actively continuing the search for a qualified independent director and will seat one as soon as possible. This work demonstrates USAS' commitment to the NGB Compliance Standards and to its own organizational excellence.

Conclusion

USAS provided the USOPC Audit department with sufficient evidence to meet the conditions outlined in the initial Certification Report¹ issued in November 2024.

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

¹ [USA Softball Renewal with Conditions](#) – November 2024