

UNITED STATES  
OLYMPIC & PARALYMPIC  
COMMITTEE



# **NGB Compliance Audit**

## **USA National Karate- do Federation**

May 28, 2026

# Executive Summary

## Background, Scope, and Objectives

The United States Olympic & Paralympic Committee's Audit department (USOPC Audit) completed an audit of USA National Karate-do Federation (USANKF). The purpose of the audit was to determine if USANKF complies with the requirements of the NGB Compliance Standards (Standards), effective January 1, 2026, and to conduct testing in areas that present an increased risk to athletes, other members, and/or USANKF. 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 USANKF has met 17 of 27 applicable Standards. USOPC Audit identified an area of concern related to complaint resolution and hearing procedures. Additional details are in the findings below.

# NGB Compliance Audit Findings

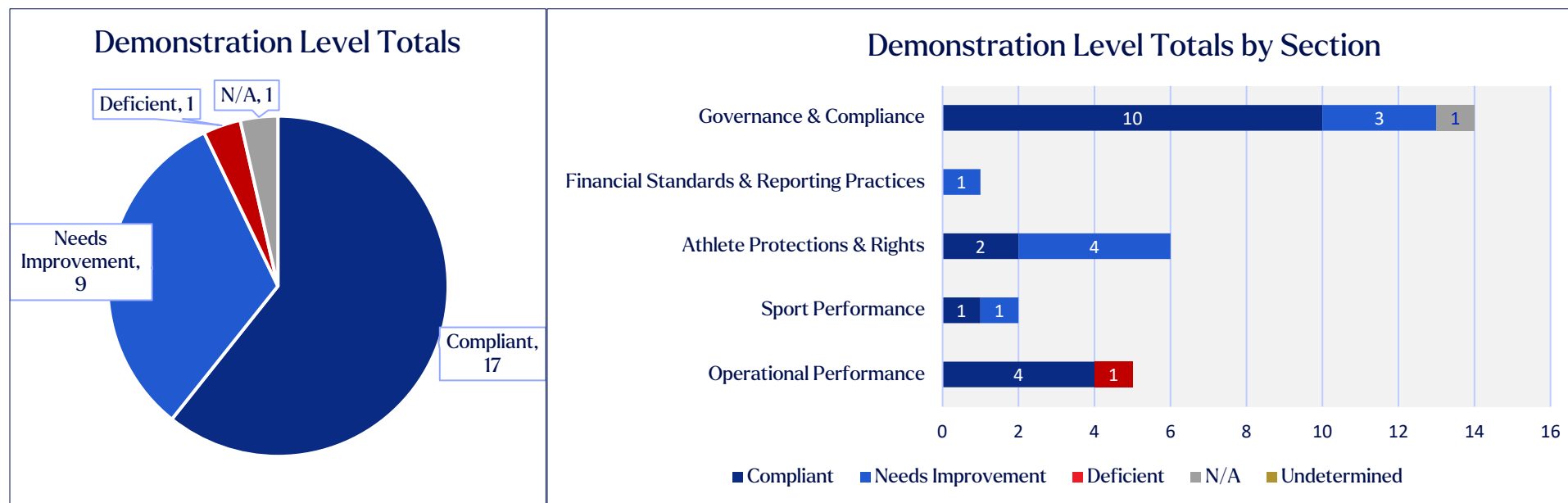
All Standards are evaluated against the 2026 Implementation Guide for Compliance Standards (Implementation Guide). References to the USOPC Bylaws are based on the effective February 1, 2025.

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

<b>Compliant</b>	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.
<b>Needs Improvement</b>	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.
<b>Deficient</b>	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.
<b>Not Applicable / Undetermined</b>	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		
Sport Integrity Policy <sup>1</sup>	A.6 d	N/A		
Demographic & Inclusion Requirements	A.7 a & b	X		
Equal Pay for Team USA	A.7 c	X		
Ombuds' Policy	A.9 a	X		
<b>Total</b>		<b>10</b>	<b>3</b>	<b>0</b>

Needs Improvement		
1	Athlete Representation	Management Action Plan
	<p><b>A.1 a &amp; b:</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><b>FINDING:</b> USANKF does not meet the 33% athlete representation requirement on four of six Other Committees.</p>	<p>USANKF is actively working with its AAC to identify and seat eligible athletes. Additionally, USANKF is working to restructure one of the other committees identified in the finding.</p> <p><b>Due Date:</b> September 20, 2026</p>

<sup>1</sup> This Standard will not be assessed prior to July 1, 2026.

2	Board Development	Management Action Plan
	<p><b>A.4 b:</b> The NGB board must conduct the following activities:</p> <ul style="list-style-type: none"> <li>i. Formal onboarding process for board members and committee members,</li> <li>ii. USOPC training to the board members and committee members,</li> <li>iii. At least once per quad, perform a self-evaluation of the board's performance using the USOPC provided resource, and</li> <li>iv. Annual performance evaluation of the CEO/Executive Director.</li> </ul> <p><b>FINDING:</b> USANKF has not conducted a board self-evaluation in the previous two years.</p>	<p>USANKF will complete a board self-assessment through BoardSpan.</p> <p><b>Due Date:</b> September 20, 2026</p>
3	Conflict of Interest Policy	Management Action Plan
	<p><b>A.6 b:</b> NGB must enforce a conflicts of interest policy that meets the minimum policy standards set forth by the USOPC. The conflict of interest policy must be made available on the NGB's website.</p> <p><b>FINDING:</b> During testing, the auditor noted that management direction letters are not being issued.</p>	<p>USANKF issued management direction letters for the most recent disclosure cycle and will continue to issue management direction letters for all future cycles.</p>

## Financial Standards and Reporting Practices

NGB Compliance Standards Section B				
Title	Standard	Compliant	Needs Improvement	Deficient
Financial Capability	B.1 a		1	
<b>Total</b>		<b>0</b>	<b>1</b>	<b>0</b>

Needs Improvement		
4	Financial Capability	Management Action Plan
	<p><b>B.1 a:</b> NGB must demonstrate financial capability to administer its sport.</p> <p><b>FINDING:</b> USANKF's Financial Policies and Procedures do not outline contract requirements.</p>	<p>USANKF has updated the financial policies and procedures to meet the requirements and submitted the policies for board-approval. This will be reviewed for compliance during the remediation period.</p>

	Additionally, there is no documentation that the financial policies and procedures are board-approved.
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## 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		
<b>Total</b>		<b>2</b>	<b>4</b>	<b>0</b>

Needs Improvement		
5	Child Protection and US Center for SafeSport	Management Action Plan
	<p><b>C.1 a - b:</b></p> <p>a. As required by Section 220524(a)(12) of the Act, NGBs must adopt one or more policies that prohibit any individual who is an employee, contractor, or agent of the NGB from assisting a member or former member in obtaining a new job (except for the routine transmission of administrative and personnel files) if the individual knows that that member or former member violated the policies or procedures of the Center related to sexual misconduct or was convicted of a crime involving sexual misconduct with a minor in violation of applicable law or the policies or procedures of the Center.</p> <p>b. NGB must demonstrate compliance with child protection laws and the U.S. Center for SafeSport requirements through the U.S. Center for SafeSport's most recent audit report.</p> <p><b>FINDING:</b> USANKF does not have a policy that meets all the requirements of Section 220524(a)(12) of the Act.</p>	<p>USANKF has updated the SafeSport policy to meet the requirements. This will be reviewed for compliance during the remediation period.</p>
6	USOPC Athlete Safety Requirements	Management Action Plan

	<p><b>C.2 a:</b> NGB must ensure compliance with policies and standards including but not limited to:</p> <ul style="list-style-type: none"> <li>i. USOPC's NGB Athlete Safety Policy</li> <li>ii. Responsible Sport Organization Background Check Policy</li> </ul> <p><b>FINDING:</b> USANKF does not have a written process to report allegations of prohibited conduct or temporary measures to the USOPC Office of Athlete Safety as required.</p>	<p>USANKF has updated the Athlete Safety Policy to include a written process to notify the USOPC Office of Athlete Safety, as required. This will be reviewed for compliance during the remediation period.</p>
7	Anti-Doping Policies	Management Action Plan
	<p><b>C.3 a:</b> NGB must ensure compliance with anti-doping policies and standards including, but not limited to, the USOPC's National Anti-Doping Policy and the USADA Protocol.</p> <p><b>FINDING:</b> USANKF does not have an anti-doping policy for enforcing sanctions issued by any applicable agency.</p>	<p>USANKF will update the anti-doping policy to include the required language for enforcing sanctions issued by any applicable agency.</p> <p><b>Due Date:</b> September 20, 2026</p>
8	Anti-Doping Policy Language	Management Action Plan
	<p><b>C.3 b:</b> NGB must have USOPC-approved anti-doping language in its bylaws (or board-approved document), membership agreements (if applicable), and license agreements (if applicable).</p> <p><b>FINDING:</b> USANKF does not have a relevant document informing all participants that they must comply with anti-doping requirements.</p>	<p>USANKF has updated the Athlete Code of Conduct and will update the General Member Code of Conduct to inform all participants they must comply with anti-doping requirements and will communicate the policy to all members.</p> <p><b>Due Date:</b> September 20, 2026</p>

## 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	
<b>Total</b>		<b>1</b>	<b>1</b>	<b>0</b>

Needs Improvement		
9	Event Sanctioning	Management Action Plan
	<p><b>D.3 b:</b> If an NGB or its affiliate(s) sanctions events, it must require specific sanctioning standards set forth by the USOPC of the organization or person requesting a sanction.</p> <p><b>FINDING:</b> USANKF's sanctioning documents are missing two of the eight required elements.</p>	<p>USANKF will update the sanctioning documents to meet the requirements.</p> <p><b>Due Date:</b> September 20, 2026</p>

## 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		
<b>Total</b>		<b>4</b>	<b>0</b>	<b>1</b>

Deficient		
10	Complaint Resolution and Hearing Procedures	Management Action Plan
Policy	<p><b>E.4 a &amp; b:</b></p> <p>a. NGB must provide prompt and equitable resolution of grievances as outlined in the Act §220522(14).</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 the Act §220522(8).</p> <p><b>FINDING:</b> There are elements missing from USANKF's Complaints and Hearing Procedures in the following areas: investigation and resolution, hearing procedures, and arbitration.</p>	<p>USANKF will update the Complaint Resolution and Hearing Procedures to meet the requirements.</p> <p><b>Due Date:</b> September 20, 2026</p>

Application	<p><b>FINDING:</b> Of the three grievances reviewed, the following issues were identified:</p> <p>Auditor noted that USANKF did not handle two complaints in accordance with the procedures stated in USANKF's Complaints and Hearing Procedures, noting that hearings were not held. However, based on the auditor's review of the procedures followed, this did not have an effect on the outcome of the cases reviewed.</p>	<p>USANKF will update the Complaint Resolution and Hearing Procedures to reflect the procedures followed during hearings.</p> <p><b>Due Date:</b> September 20, 2026</p>
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Findings in this report are currently in remediation. A closure letter will be issued once all findings have been remediated.