

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



**USA Weightlifting
Certification Renewal Follow-Up Report
September 14, 2023**



**UNITED STATES
OLYMPIC & PARALYMPIC
COMMITTEE**

USA Weightlifting Certification Renewal Follow-Up Report Executive Summary

In December 2022, the United States Olympic and Paralympic Committee (USOPC) Board of Directors renewed the certification of USA Weightlifting as a National Governing Body (NGB) with a status of Renewal with Conditions. In accordance with the USOPC's NGB Certification Policy, USA Weightlifting had 180 days from the USOPC Board of Directors' ratification of that recommendation to resolve the remaining deficiencies and fulfill the conditions outlined in the report issued December 2022, 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 Weightlifting 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, USA Weightlifting's conflict of interest disclosure and review process as well as background check controls were still deficient, and the CRG made remediation of those controls a condition of the certification renewal.

During the 180-day remediation period, USA Weightlifting ensured its conflict of interest disclosure and review process and background check controls were operating effectively. Additionally, USA Weightlifting also took action to resolve other marginal issues, which did not affect its certification status.

As a result of USA Weightlifting's timely action to meet the conditions of its initial Renewal with Conditions certification, the CRG recommends that USA Weightlifting's certification status be upgraded to Renewal in Good Standing for its certification term ending in 2026.

Certification History

The CRG completed a certification renewal review of USA Weightlifting in 2022 based on the USOPC's quadrennial certification renewal schedule. As a result of this review, the CRG recommended that USA Weightlifting be certified with a status of Renewal with Conditions. The USOPC Board of Directors accepted this recommendation on December 7, 2022.

The ratification of the Renewal with Conditions status began a 180-day remediation period for USA Weightlifting to resolve the conditions the CRG put in place for the certification. USA Weightlifting's remediation period ran through June 5, 2023.

Certification Conditions

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

- USA Weightlifting must demonstrate that its conflict of interest disclosure and review process is effective, including disclosure and independent review of contracts involving conflicted members of the Masters Committee.
- USA Weightlifting must demonstrate that it is conducting all required background checks to meet the NGB Compliance Standards and the USA Weightlifting Background Check Policy.

Remediation Actions

Conflicts of Interest

USA Weightlifting staff executed its Conflict of Interest Policy in accordance with its audit management action plan by appropriately obtaining and reviewing conflict of interest disclosure forms.

In addition, USA Weightlifting published a bidding policy to ensure that board or committee members do not seek or accept the right to host or operate significant sanctioned events that directly or indirectly benefit themselves or family members. Notably, USA Weightlifting faced considerable opposition to the bidding policy, but took a measured approach to communicating the reasons for the policy and implementing it to resolve this issue. NGB Audit determined that USA Weightlifting took appropriate action to ensure contracts are awarded by and to non-conflicted parties.

Background Checks

USA Weightlifting staff executed its background check policy in accordance with its audit management action plan. During follow-up testing, NGB Audit verified that USA Weightlifting completed background checks when required, meeting NGB Compliance Standard C.3.a.

Additional Actions Taken

While not conditions of certification, USA Weightlifting also had marginal issues that were noted in its certification review but did not affect its certification status. During the remediation period, USA Weightlifting also took action to resolve those issues, which included the implementation of

formal onboarding for new committee members, enhanced financial controls, and the reconciliation of USOPC funding. This work demonstrates USA Weightlifting's commitment to the NGB Compliance Standards and to its own organizational excellence.

Conclusion

The CRG concludes that USA Weightlifting is performing satisfactorily overall based on input from CRG members and its completion of the conditions required as part of its December 2022 Renewal with Conditions certification. USA Weightlifting 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 Weightlifting's certification status be upgraded from Renewal with Conditions to Renewal in Good Standing for its current certification term ending in 2026.