



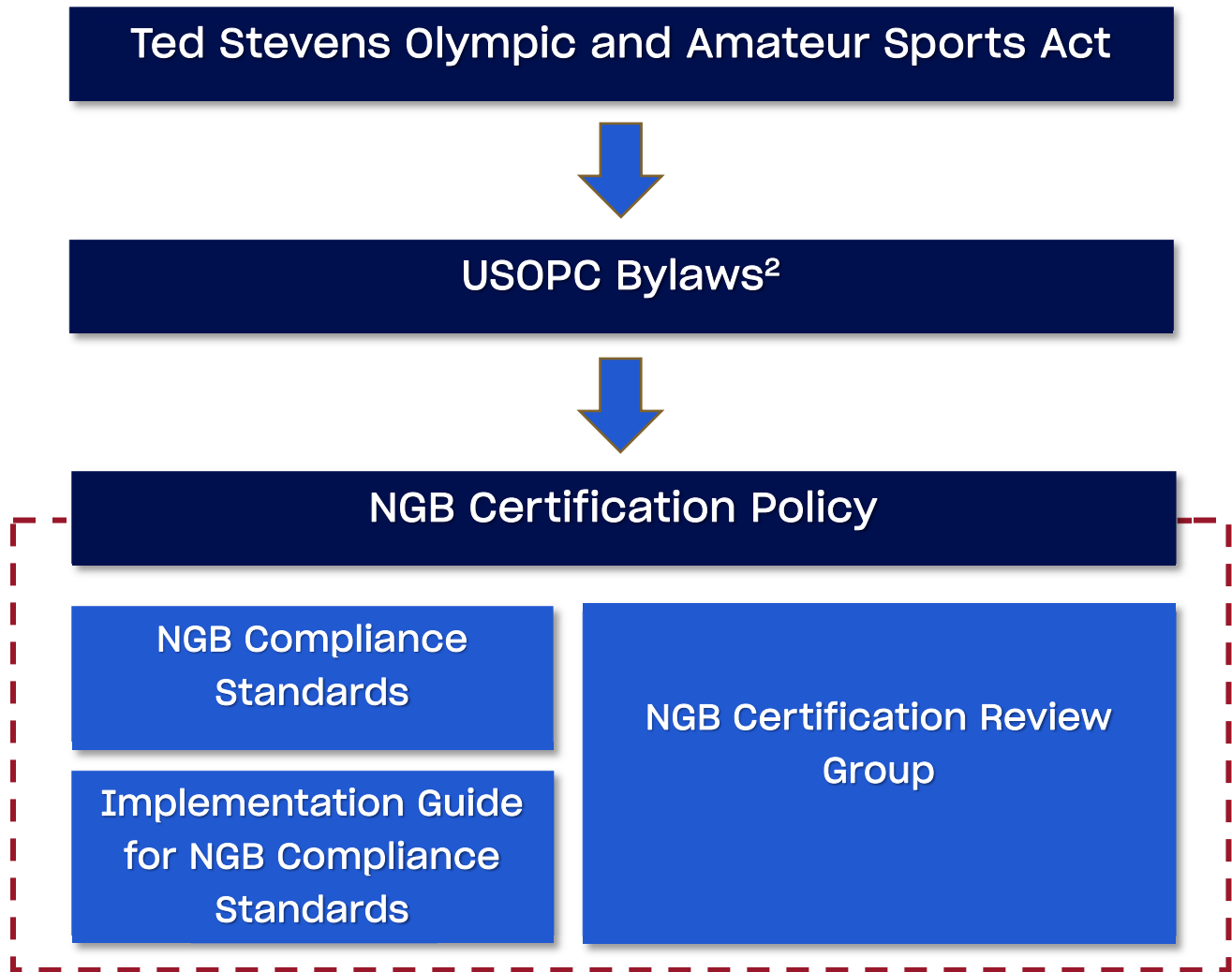
NGB Compliance Standards

Approved by the USOPC Board of Directors
October 9, 2024

Introduction and Background

These NGB Compliance Standards¹ were created to assist the members with fulfilling their membership responsibilities. They are built on requirements set forth in the Ted Stevens Olympic and Amateur Sports Act, the USOPC Bylaws, and established governance practices. The Implementation Guide for NGB Compliance Standards contains further details on how to satisfy the standards.

The diagram below outlines how the various compliance documents relate to each other.



¹ Formerly the NGB Audit Standards, as referenced in the USOPC Bylaws.

² Based on the USOPC Bylaws effective April 1, 2023. Bylaw Amendments have been incorporated into this document, and NGBs must comply with those new requirements beginning April 1, 2024.

Definitions and Clarification of Terms

Certification Policy: The Certification Policy clarifies the certification process referred to in the USOPC Bylaws. Certification will be conducted on a quadrennial basis or more frequently, if necessary, by the USOPC.

Implementation Guide for NGB Compliance Standards (Implementation Guide): The Implementation Guide for NGB Compliance Standards provides further guidance in applying the standards and requirements.

NGB Audits: NGBs will be audited on a quadrennial basis or more frequently, if deemed necessary, by the USOPC. The audits are a key element in determining the certification status of an NGB, however, they will not be the only element when determining the certification status. The NGB audit reports will be published on TeamUSA.org.

Ted Stevens Olympic and Amateur Sports Act (Act): The Act gives the USOPC the ability to review all matters related to the continued recognition of its members and to take action it considers appropriate, including placing conditions on continued recognition. It also sets out some of the general obligations of organizations recognized by the USOPC as NGBs.

USOPC Bylaws: NGB membership requirements are listed in the USOPC Bylaws (effective March 11, 2021), chiefly in Section 8.4. The requirements listed below are directly from the USOPC Bylaws, therefore the references to the “corporation” refer to the USOPC.

Additional Information

The NGB Compliance Standards and the Implementation Guide for NGB Compliance Standards were developed jointly by the USOPC, the National Governing Body Council (NGBC), and the Athlete Advisory Council (AAC). The NGB Compliance Standards and the Implementation Guide for NGB Compliance Standards will be reviewed and revised, as necessary. The NGB Audit team may account for exceptions from Implementation Guide requirements as granted by the Certification Review Group.

If you have questions, you can reach out to NGB Services, the USOPC’s Compliance team, or the NGB Audit team.

Requirement A

Governance and Compliance

A.1 REQUIREMENT: Adopt and maintain governance and athlete representation policies complying with the requirements of the Act and the USOPC Bylaws.

To meet the above requirement, NGBs must meet the following Standards:

- 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
- 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.
- c. NGB must have a board structure that includes:
 - i. At least one board position for a member that provides an independent perspective, as defined by the USOPC, and
 - ii. As required by the Act §220522(12), reasonable and direct representation for any amateur sports organization, high-performance management organization, or Paralympic sports organization that:
 1. Conducts a national program or regular national amateur athletic competition in the applicable sport on a level of proficiency appropriate for the selection of amateur athletes to represent the United States in international amateur athletic competition; and
 2. Ensures that the representation reflects the nature, scope, quality, and strength of the programs and competitions of the applicable organization in relation to all other programs and competitions in the sport in the United States

A.2 REQUIREMENT: NGB must maintain membership requirements as set forth by the Act.

To meet the above requirement, NGBs must meet the following Standards:

- a. NGB is not a member of more than one international sports federation (IF) included on the program of the Olympic Games, the Paralympic Games, the Pan American Games, or the Parapan American Games as required by §220522(6) of the Act and maintains good standing with its IF.
- b. NGB must have a membership structure that is open to any individual or sports organization that conducts programs in its sport as required by §220522(7) of the Act.

A.3 REQUIREMENT: Adopt and maintain an Athletes Advisory Council as a part of its overall governance structure.

To meet the above requirement, NGBs must meet the following Standards:

- a. NGB must have an Athletes Advisory Council that meets the minimum standards set forth by the USOPC.

A.4 REQUIREMENT: Adopt and maintain appropriate governance practices.

To meet the above requirement, NGBs must meet the following Standards:

- a. NGB must have bylaws or board-approved policies and procedures that at least meet the minimum standards for governance practices and comply with §220522 of the Act.

- b. The NGB board must ensure the following board development activities are completed:
 - i. Formal onboarding for board members and Designated Committee members,
 - ii. USOPC training for board members,
 - iii. At least twice 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.

A.5 REQUIREMENT: Be recognized by the Internal Revenue Service (IRS) as a tax-exempt organization under the Internal Revenue Code.

To meet the above requirement, NGBs must meet the following Standards:

- a. The NGB’s tax-exempt not-for-profit corporation status, recognized by the IRS, must be current to comply with the Act §220522(1) and Section 8.4.1(a)(v) of the USOPC Bylaws.

A.6 REQUIREMENT: Adopt and enforce ethics policies and procedures.

To meet the above requirement, NGBs must meet the following Standards:

- a. NGB must adopt and enforce a comprehensive code of conduct that meets the minimum standards set forth by the USOPC.
- b. NGB must adopt and enforce a conflicts of interest policy that meets the minimum standards set forth by the USOPC.
- c. NGB must adopt and enforce a gift and entertainment policy that meets the minimum standards set forth by the USOPC.
- d. NGB must adopt and enforce a sport integrity policy that meets the minimum standards set forth by the USOPC.

A.7 REQUIREMENT: Demonstrate an organizational commitment to diversity and inclusion, including public disclosure as required.

To meet the above requirement, NGBs must meet the following Standards:

- a. NGB must provide annual diversity, equity and inclusion information to the USOPC, as required by the USOPC’s Diversity, Equity, and Inclusion (DEI) Team.
- b. NGB must provide an equal opportunity to amateur athletes, coaches, trainers, managers, administrators, and officials to participate in amateur athletic competition, without discrimination on the basis of race, color, religion, sex, age, or national origin as required by §220522(8) the Act.
- c. NGB must provide equitable support and encouragement for participation by women where separate programs for male and female athletes are conducted on a national basis as required by the Act §220524(a)(6) and comply with the Equal Pay for Team USA requirements of the Act §220524(7) and (8).

A.8 REQUIREMENT: NGBs must submit annual reports to the USOPC as set forth in the Act §220522(17) and §220530A.

In order to meet the above requirement, NGBs must meet the following Standards:

NGB must submit annual reports to the USOPC Compliance Department that include the following information as required by §220522(17) and §220530A of the Act:

- a. A description of the manner in which the NGB:
 - i. carries out its mission to promote a safe environment in sports that is free from abuse of amateur athletes (including emotional, physical, and sexual abuse), and
 - ii. addresses any sanctions or temporary measures required by the Center;
- b. A description of any cause of action or complaint filed against the NGB that was pending or settled during the preceding calendar year; and
- c. A detailed statement of:
 - i. the income and expenses of the organization; and
 - ii. the amounts expended on stipends, bonuses, and services for amateur athletes, organized by the level and gender of the amateur athletes.
- d. A report describing the NGB's compliance with the Equal Pay for Team USA requirements of §220524 (7) and (8), including detailed information on the median, minimum, and maximum stipends and bonuses provided to athletes, disaggregated by gender, race, and, as applicable, status of participation on a professional sports team.

A.9 REQUIREMENT: NGB must publish the Ombuds' Policy on its website and communicate the availability of the policy to its athletes as set forth in t§220509(b)(4)(E)(iii) of the Act.

To meet the above requirement, NGBs must meet the following Standards:

- a. The Athlete Ombuds' policy is published on the NGB's website in an accessible location targeted toward Team USA Athletes and its availability is communicated to athletes.



Requirement B

Financial Standards and Reporting Practices

B.1 REQUIREMENT: Demonstrate financial operational capability to administer its sport in accordance with § 220522(2) of the Act.

To meet the above requirement, NGBs must meet the following Standards:

- a. NGB must demonstrate financial capability to administer its sport.
- b. NGB Management must provide financial reports to its board, at least three times per year, and confirmation of discussion must be included in board meeting minutes. NGB must provide financial information and documents as reasonably requested by board members.

B.2 REQUIREMENT: Comply with all USOPC Funding agreements.

To meet the above requirement, NGBs must meet the following Standards:

- a. NGB must comply with all provisions of any USOPC funding agreements.

B.3 REQUIREMENT: NGB must submit to the USOPC applicable financial documentation, including audited

financial statements and IRS Form 990s:

To meet the above requirement, NGBs must meet the following Standards:

- a. NGB must annually submit its IRS Form 990 to the USOPC.
- b. NGB must annually submit its audited financial statements to the USOPC
- c. If applicable, NGB must submit to the USOPC its external auditor's letter to management outlining the evaluation of any internal control deficiencies identified during the audit.
- d. NGB must annually submit its board-approved budget for the current fiscal year.



Requirement C

Athlete Protections and Rights

C.1 REQUIREMENT: Comply with all applicable athlete safety, child protection laws, and the policies and requirements of the U.S. Center for SafeSport.

To meet the above requirement, NGBs must meet the following Standards:

- 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.
- 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.

C.2 REQUIREMENT: Maintain and enforce an athlete safety program consistent with the policy(ies) and standards directed by the corporation

To meet the above requirement, NGBs must meet the following Standards:

- a. NGB must ensure compliance with athlete safety policies and standards including but not limited to:
 - i. USOPC's NGB Athlete Safety Policy
 - ii. NGB Background Check Policy

C.3 REQUIREMENT: Comply with the anti-doping policies of the corporation and with the policies and procedures of USADA

To meet the above requirement, NGBs must meet the following Standards:

- a. 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.
- 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).

C.4 REQUIREMENT: Comply with the USOPC NGB Athlete Agreement Policy.

To meet the above requirement, NGBs must meet the following Standards:

- a. NGB must comply with the USOPC NGB Athlete Agreements Policy.

C.5 REQUIREMENT: Ensure that criteria for athletes to receive support is openly available to athletes.

To meet the above requirement, NGBs must meet the following Standards:

- a. NGB must publicly post on its website the criteria for athletes to be eligible for Basic Services, consistent with the definition listed in the USOPC NGB Athlete Agreement Policy.



Requirement D

Sport Performance

D.1 REQUIREMENT: Publish selection criteria in accordance with Section 8.4.1 (d)(ii)-(v).

To meet the above requirement, NGBs must meet the following Standards:

- a. NGB must publish athlete, coach, and staff participation criteria for all Protected Competitions and such selection procedures for athletes, coaches, and staff must be:
 - i. Developed and approved by a Designated Committee; and
 - ii. Fair, clearly articulated in writing, and properly communicated and published in a timely manner.
- b. NGB's selection procedures for Delegation Events must be timely submitted to the USOPC for approval before publication.
- c. NGB must consistently apply and effectively conduct, in accordance with applicable selection procedures, a selection process.

D.2 REQUIREMENT: Competently and timely recommend to the corporation athletes, teams, and team officials for Delegation Event teams as applicable.

To meet the above requirement, NGBs must meet the following Standards:

- a. NGB must timely provide the listing of recommended athletes, teams, and team officials for Delegation Event teams to the USOPC as required by the Act §220523(a)(6).

D.3 REQUIREMENT: Maintain and implement effective plans for successfully training Delegation Event athletes.

To meet the above requirement, NGBs must meet the following Standards:

- a. NGB must develop and execute a high-performance plan that effectively and successfully trains Delegation Event athletes.

D.4 REQUIREMENT: Implement minimum specific standards for NGB-sanctioned events.

To meet the above requirement, NGBs must meet the following Standards:

- a. If an NGB or its affiliate(s) sanctions events, it must require specific sanctioning standards set forth by Section 220525(b)(4) of the Act of the organization or person requesting a sanction.

D.5 REQUIREMENT: Maintain and implement policies and procedures that comply with national and international Paralympic requirements.

To meet the above requirement, NGBs must meet the following Standards:

- a. NGBs with a Paralympic program must adopt the U.S. Paralympics National Classification Policies & Procedures or establish national classification policies and procedures that comply with the U.S. Paralympics National Classification Policies & Procedures and the IPC Athlete Classification Code and International Standards.



Requirement E

Operational Performance

E.1 REQUIREMENT: Demonstrate managerial capability to administer its sport.

To meet the above requirement, NGBs must meet the following Standards:

- a. NGB must have managerial capability to successfully administer its operations and its sport as required by §220522(2) of the Act and Section 8.4.1(e)(i) of the USOPC Bylaws.

E.2 REQUIREMENT: Obtain and keep current insurance policies in such amount and for such risk management as appropriate.

To meet the above requirement, NGBs must meet the following Standards:

- a. NGB must have insurance policies that comply with the USOPC's requirements and provide Certificates of Insurance to the USOPC's dedicated third-party vendor.

E.3 REQUIREMENT: Adopt a whistleblower and anti-retaliation policy.

To meet the above requirement, NGBs must meet the following Standards:

- a. NGB must adopt and maintain an organizational policy that encourages and provides a mechanism for affiliated individuals to speak up and report concerns, including those related to violations of any applicable law, rule, regulation or adopted policy of the NGB; accounting or financial fraud; or other misfeasance; and includes anti-retaliation protections.

E.4 REQUIREMENT: Maintain and enforce grievance procedures that provide for prompt and equitable resolution of grievances and fair notice and an opportunity for a hearing before declaring an individual ineligible to participate.

To meet the above requirement, NGBs must meet the following Standards:

- a. NGB must provide prompt and equitable resolution of grievances as outlined in §220522(14) of the Act.

- 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.

E.5 REQUIREMENT: Cooperate with the corporation in preventing the unauthorized use of the names and trademarks of the corporation, the words “Olympic,” “Paralympic” and “Pan American,” and their derivatives, as well as their symbolic equivalents.

To meet the above requirement, NGBs must meet the following Standards:

NGB must assist the USOPC in protecting its intellectual property, including names and marks.

- a. NGB must notify the USOPC if they are aware of unauthorized usage of the names and trademarks of the USOPC.
- b. NGB will work with the USOPC when using the USOPC trademark for its trials to ensure the names and trademarks are used appropriately.
- c. If an NGB sponsor uses USOPC intellectual property in an unauthorized fashion, NGB will work with USOPC and NGB sponsor, to the best of its ability, to stop the unauthorized use of USOPC intellectual property by the NGB sponsor.
- d. NGB will work with the USOPC to execute license agreements for the NGB’s use of USOPC intellectual property.

E.6 REQUIREMENT: Maintain and execute an organizational strategic plan, in addition to a high-performance plan.

To meet the above requirement, NGBs must meet the following Standards:

- a. NGB must maintain and monitor the execution of an organizational strategic plan that is capable of supporting athletes in achieving sustained competitive excellence and in growing the sport, as required by USOPC Bylaws Section 8.4.1(d).

E.7 REQUIREMENT: Maintain current public documentation as required by the Act and USOPC Bylaws.

To meet the above requirement, NGBs must meet the following Standards:

- a. NGB must publish governance documents financial statements, and policies and procedures relevant to its membership and stakeholders on its website:
 - i. NGB Bylaws
 - ii. Board of Directors meeting minutes for the most recent three years
 - iii. A Board roster
 - iv. NGB Code of Conduct
 - v. NGB Conflict of Interest Policy
 - vi. NGB Gift and Entertainment Policy
 - vii. IRS Form 990 for the most recent three years
 - viii. Audited financial statements for the most recent three years
 - ix. Selection procedures for Protected Competitions and Delegation Events
 - x. Complaint/Grievance Procedures
 - xi. Whistleblower and Anti-Retaliation Policy

Revision History

Publication Type	Approved By:	Publication Date	Next Scheduled Review	Summary of Changes
Initial Publication	USOPC Board of Directors	6/2020	6/2021	N/A – initial publication
Annual Revision	USOPC Board of Directors	6/2021	6/2022	Athlete representation percentages updated to 33%; created Standards A.7 and A.8; combined Standards D1, D2, & D5. b; and minor updates to language to reflect updates to the Ted Stevens Olympic and Amateur Sports Act and USOPC Bylaws. Updates approved by USOPC Board of Directors.
Correction	USOPC Board of Directors	11/2021	6/2022	Removed item b from Standard D.1 a – c.
Annual Revision	USOPC Board of Directors	6/2022	6/2023	Removed item "a" from Standard A.6 a – c; added "b" to Standard C.1; added "board-approved document" to Standard C.4 b; removed item "e" from Standard E.7 a – e and added "including public disclosure" to the overall Standard of E.7.
Annual Revision	USOPC Board of Directors	6/2023	6/2024	Added "d" to Standard A.7 to comply with the Equal Pay requirements, updated references to the USOPC Bylaws and Act throughout to ensure correct alignment. Updated D.1 with new Selection Procedures Requirements. Updated E. 7 with additional information on reporting requirements.
Quadrennial Review	USOPC Board of Directors	10/2024	7/2025	Re-organized and updated Standards to more logically reflect requirements and respond to NGB feedback throughout the 2021-2024 quadrennium and ensure alignment with latest versions of the Ted Stevens Act, the USOPC Bylaws, and relevant USOPC policies