

UNITED STATES  
OLYMPIC & PARALYMPIC  
COMMITTEE



# **NGB Compliance Audit**

## **USA Weightlifting**

April 22, 2026

# Executive Summary

## Background, Scope, and Objectives

The United States Olympic & Paralympic Committee's Audit department (USOPC Audit) completed an audit of USA Weightlifting. The purpose of the audit was to determine if USA Weightlifting 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 Weightlifting. 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 Weightlifting has met 23 of 27 applicable Standards. There are no significant concerns, as the majority of findings are related to updates to formal policies and procedures. Additional details are in the findings below.

# NGB Compliance Audit Findings

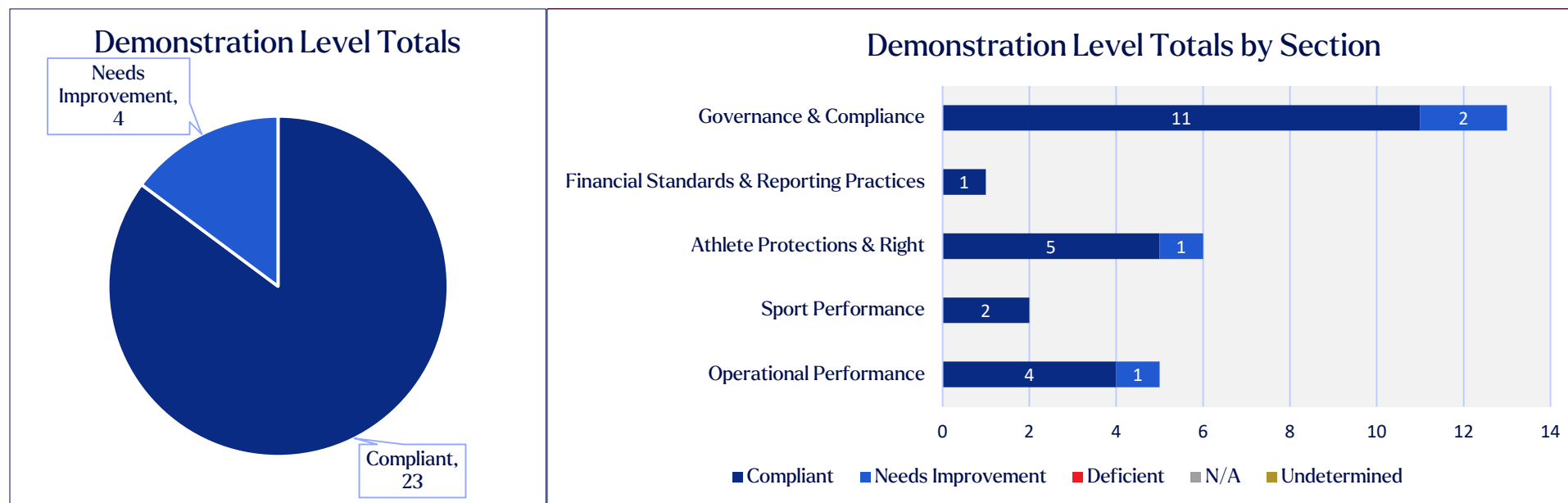
All Standards are evaluated against the 2025 Implementation Guide for Compliance Standards (Implementation Guide). References to the USOPC Bylaws are based on the effective February 1, 2025.

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

<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		
Diversity Equity & Inclusion Requirements	A.7 b & b	X		
Equal Pay for Team USA	A.7 c	X		
Ombuds' Policy	A.9 a	X		
<b>Total</b>		<b>11</b>	<b>2</b>	<b>0</b>

Needs Improvement		
1	Athlete Representation	Management Action Plan
Policy	<p><b>A.1a &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> USA Weightlifting's Bylaws are missing elements related to athlete representation on the board.</p>	<p>USA Weightlifting will update the Bylaws to include the missing athlete representation elements required.</p> <p><b>Due Date for Draft Bylaws:</b> August 18, 2026  <b>Due Date for Final Bylaws:</b> January 4, 2027</p>

Application	<p><b>FINDING:</b> Testing identified the following issues related to athlete representation.</p> <p>First, USA Weightlifting does not have at least 33.3% athlete representation on the Technical Commission, the Hall of Fame Commission and the University Weightlifting Commission</p> <p>Additionally, one individual did not have a qualifying event that met the definition for an athlete representative, which also puts the Coaching Programs Commission under the 33.3% required athlete representation.</p> <p>Lastly, the total number of committee members do not agree with the bylaws for the Ethics, Finance and Audit, Judicial, and Nominating &amp; Governance committees.</p>	<p>USA Weightlifting will formally wind down inactive committees and commissions and transition the relevant topics, if/when needed, to a task force model to address those subject areas as needed on a time limited basis.</p> <p>Regarding the Hall of Fame Commission, USA Weightlifting will make best efforts to recruit and appoint an additional athlete representative to bring the commission into compliance with the 33.3% requirement.</p> <p>With respect to overall committee composition, USA Weightlifting intends to reconcile committee rosters with the Bylaw-prescribed numbers and fill vacant athlete-representative positions.</p> <p>Regarding the identified athlete eligibility issue, USA Weightlifting will review and confirm qualifying documentation to ensure compliance with applicable athlete-representation criteria.</p> <p><b>Due Date:</b> August 18, 2026</p>
2	Athlete Advisory Council	Management Action Plan
	<p><b>A.3a:</b> NGB must have an Athletes Advisory Council that meets the minimum standards set forth by the USOPC.</p> <p><b>FINDING:</b> USA Weightlifting's Bylaws allow for athletes who do not meet the NGB 10 Year or 10 Year + athlete criteria to fill up to 3 of the AAC seats.</p> <p>Additionally, while the AAC has at least 80% NGB 10 Year athletes, one AAC member does not meet the definition of NGB 10 Year or 10 Year + athlete representative criteria.</p> <p>Finally, there is no indication that athlete candidates to the USA Weightlifting AAC are submitting conflict of interest disclosures along with other disclosures indicating whether they have any disqualifying convictions or periods of ineligibility made prior to elections.</p>	<p>USA Weightlifting will update its Bylaws to only allow 10 Year or 10 Year + athletes to sit on the AAC.</p> <p>Additionally, USA Weightlifting will update their policy to require athlete candidates to the AAC to complete other disclosures indicating whether they have any disqualifying convictions or periods of ineligibility made prior to elections.</p> <p>Finally, USA Weightlifting will require athlete candidates to the AAC to submit conflict of interest disclosures prior to elections.</p> <p><b>Due Date for Draft Bylaws:</b> August 18, 2026  <b>Due Date for Final Bylaws:</b> January 4, 2027</p>

## Financial Standards and Reporting Practices

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

## 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>5</b>	<b>1</b>	<b>0</b>

Needs Improvement		
3	USOPC Athlete Safety Requirements	Management Action Plan
	<p><b>C.2a:</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> USA Weightlifting does not have a written process to notify the Office of Athlete Safety related to allegations as required.</p>	<p>USA Weightlifting has updated their Athlete Safety policy to include a written process to notify the Office of Athlete Safety. This will be reviewed for compliance during the remediation period.</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>2</b>	<b>0</b>	<b>0</b>

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

Needs Improvement		
4	Whistleblower and Anti-Retaliation Policy	Management Action Plan
	<p><b>E.3a:</b> NGB must adopt and maintain an organizational policy that encourages and provides a mechanism for affiliated individuals to report concerns, including those related to alleged violations of any applicable law, rule, regulation, or adopted policy of the NGB; accounting or financial fraud; or other wrongdoing; and includes anti-retaliation protections.</p> <p><b>FINDING:</b> There are elements missing from USA Weightlifting's Whistleblower Policy in the following areas: policy requirements and process to report a concern.</p>	<p>USA Weightlifting has updated their Whistleblower and Anti-Retaliation Policy. This will be reviewed for compliance during the remediation period.</p>

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