

UNITED STATES
OLYMPIC & PARALYMPIC
COMMITTEE



NGB Compliance Audit

USA Table Tennis

December 3, 2025

Executive Summary

Background, Scope, and Objectives

The United States Olympic & Paralympic Committee's (USOPC) USOPC Audit department (Audit) completed an audit of USA Table Tennis (USATT). The purpose of the audit was to determine if USATT complies with the requirements of the NGB Compliance Standards (Standards), effective January 1, 2024, and to conduct testing in areas that present an increased risk to athletes, other members, and/or USATT. 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. This is the first time the USOPC has performed an audit against the Standards.

Audit Summary

Overall, Audit concluded that USATT met 22 of 27 applicable Standards and did not identify any significant concerns. Compliance with financial standards and reporting practices was determined to be strong. Additional details are in the findings below.

NGB Compliance Audit Findings

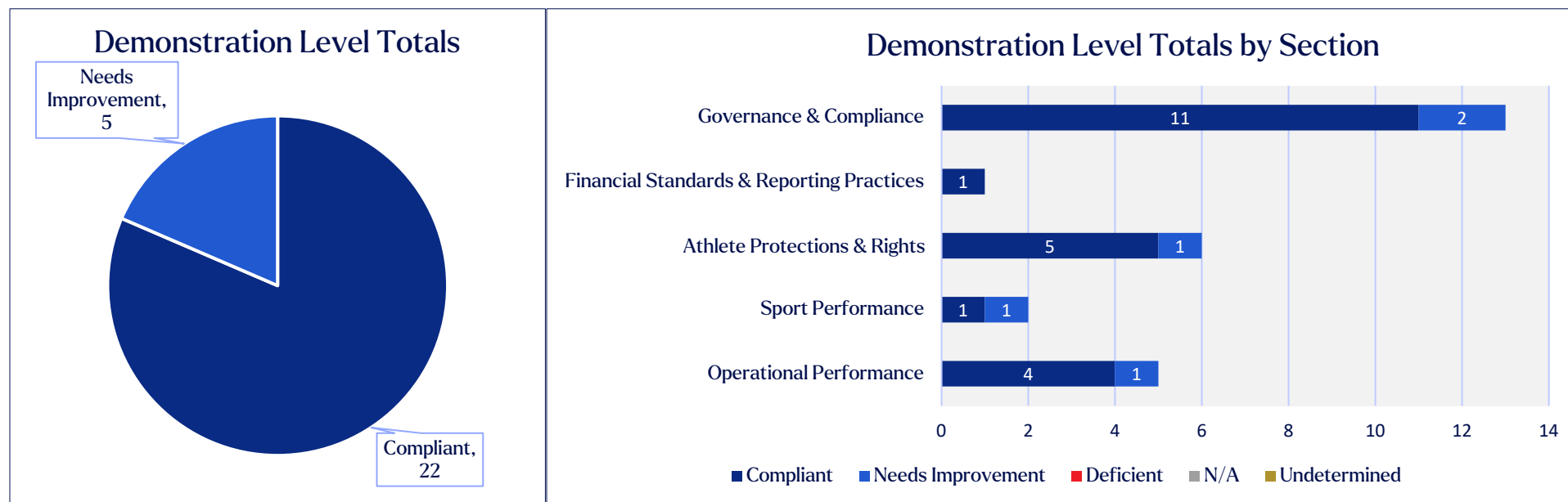
All Standards are evaluated against the 2025 Implementation Guide for Compliance Standards (Implementation Guide). References to the USOPC Bylaws are based on the effective February 1, 2025.

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

Compliant	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.
Needs Improvement	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.
Deficient	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.
Not Applicable / Undetermined	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	X		
Equal Pay for Team USA	A.7 c	X		
Ombuds' Policy	A.9 a	X		
Total		11	2	0

Needs Improvement		
1	Athlete Representation	Management Action Plan
	<p>A.1 a & 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>FINDING: USATT's Bylaws are missing most of the requirements for athlete representatives on the board and committees.</p>	<p>USATT will amend the USATT Bylaws to address the nine deficiencies identified in the Audit Checklist regarding Athlete Representation.</p> <p>Due Date: December 31, 2025</p>
2	Board Development	Management Action Plan

<p>A.4 b: The NGB board must conduct the following activities:</p> <ul style="list-style-type: none"> i. Formal onboarding process for board members and committee members, ii. USOPC training to the board members and committee members, iii. At least once 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. <p>FINDING: Six of the 12 current USATT board members have not completed the required USOPC Training in BoardSpan.</p> <p>Additionally, USATT has not conducted a board self-evaluation in the previous two years.</p>	<p>USATT is currently in the process of ensuring that all current Board Members complete the USOPC On-Boarding Training in BoardSpan within a reasonable time period.</p> <p>USATT will facilitate completion of a Board Self-Evaluation Process provided in the BoardSpan system for the current USATT Board on or before the next scheduled Board Meeting.</p> <p>Due Date: February 28, 2026</p>
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Financial Standards and Reporting Practices

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

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		
Total		5	1	0

Needs Improvement		
3	USOPC Athlete Safety Requirements	Management Action Plan
Policy	<p>C.2a: NGB must ensure compliance with policies and standards including but not limited to:</p> <ul style="list-style-type: none"> i. USOPC's NGB Athlete Safety Policy ii. Responsible Sport Organization Background Check Policy <p>FINDING: There are elements missing from USATT's background check policy in the areas of applicability and background check report review.</p>	<p>USATT has revised the organization's SafeSport Policy and Athlete Safety Protocols to meet the compliance standards identified as needing improvement during the audit. This will be reviewed for compliance during the remediation period.</p>
Application	<p>FINDING: During testing, Audit noted one individual who had an expired background check at the time of the event.</p>	<p>USATT is currently investigating how a person with an expired criminal background check was able to obtain a coaching credential permitting him to coach minors at the 2025 US Nationals. To prevent such occurrences in the future, USATT has revised the Athlete Safety Protocol for Quality Control to implement controls for distribution of Coaching Credentials.</p> <p>Due Date: February 28, 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	
Total		1	1	0

Needs Improvement		
4	Event Sanctioning	Management Action Plan
	<p>D.3 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>USATT will amend the USATT Bylaws to address the two deficiencies identified in the Audit Checklist regarding Event Sanctioning.</p> <p>Due Date: December 31, 2025</p>

	FINDING: USATT's sanctioning documents are missing two of the ten required elements.	
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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		
Total		4	1	0

Needs Improvement		
5	Complaint Resolution and Hearing Procedures	Management Action Plan
	<p>E.4 a & 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>FINDING: There are required elements missing from USATT's Complaint Resolution and Hearing Procedures in the following areas: hearing procedures, arbitration, and resources.</p>	<p>USATT will amend the USATT Complaint and Hearing Procedures to address the six deficiencies identified in the Audit Checklist regarding these Procedures.</p> <p>Due Date: December 31, 2025</p>

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