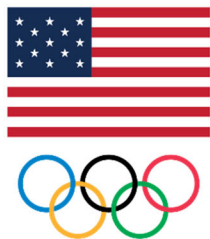


**United States Olympic and Paralympic Committee
Certification Review Group**



**Certification Renewal Recommendation Report for USA Triathlon
December 7, 2023**



**UNITED STATES
OLYMPIC & PARALYMPIC
COMMITTEE**

USA Triathlon Certification Renewal Executive Summary

In April 2023, the United States Olympic and Paralympic Committee (USOPC) Certification Review Group (CRG), in accordance with the USOPC's NGB Certification Policy, began a certification renewal review of USA Triathlon.¹ The CRG evaluated USA Triathlon and, based on input from CRG members and the results of NGB Audit's 2022 Compliance Audit², recommends a certification status of Renewal in Good Standing.

The CRG's review of USA Triathlon found that the organization is meeting 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.

CRG members agreed that USA Triathlon is meeting the requirements and expectations for an NGB. In its discussions of USA Triathlon's interactions with the USOPC, the CRG did not identify any operational concerns or cultural issues that would prevent the organization's continued certification. Overall, in the areas in which CRG members had interacted with USA Triathlon, the CRG had a favorable view of USA Triathlon's operations.

As a result of this review, the CRG recommends that USA Triathlon be granted a certification status of Renewal in Good Standing for a four-year certification term ending in 2027.

¹ See Appendix for more information about the certification process, including a link to the NGB Certification Policy.

² [NGB Audit Report](#).

Organizational Overview

USA Triathlon is the USOPC-certified NGB for the sport of triathlon and paratriathlon, as well as duathlon, aquathlon, aquabike, winter triathlon, and off-road triathlon in the United States. USA Triathlon is the U.S. member of World Triathlon, the international governing body for the sport of triathlon and all related multisport disciplines. USA Triathlon's vision is "to provide resources that empower members of the triathlon/multisport community to reach their full potential."³ USA Triathlon was founded in 1982 and sanctions more than 4,300 events and connects with more than 400,000 members each year, making it the largest multisport organization in the world.⁴ The NGB is headquartered in Colorado Springs, Colorado.⁵

Certification History

USA Triathlon was originally certified in January 2021.⁶ This is the first time USA Triathlon has gone through the certification review process.

Certification Exceptions⁷

USA Triathlon did not request any exceptions from the NGB Compliance Standards during its certification review.

Athlete Representation Approval and Exceptions⁸

USA Triathlon requested that the Athlete Representation Review Working Group (ARRWG) approve additional international competitions as qualifying events for 10 Year and 10 Year+ status to expand the pool of athletes eligible to serve as athlete representatives. The following approved competitions are World Triathlon sanctioned events, which athletes qualify for through NGB led selection procedures:

- World Triathlon Series Olympic Distance, Sprint Distance, and Mixed Relay Events
- Para Triathlon World Championships

The ARRWG approved the sprint distance competition dating back to its inception since the competition has always been gender equal.

USA Triathlon also requested that the ARRWG approve the Ironman World Championships events as qualifying events for athletes to meet 10 Year and 10 Year+ status. Ironman World Championships Event entries are restricted based on Ironman results rather than selected through NGB led selection procedures. The ARRWG approved this competition as a qualifying event.

In addition, USA Triathlon requested that the ARRWG review and approve the following committees as Designated:

³ [About](#), USA Triathlon Website.

⁴ Id.

⁵ Id.

⁶ Refer to the Appendix for details on the initial certification.

⁷ Refer to the Appendix for details on exception requests to the NGB Compliance Standards.

⁸ Refer to the Appendix for details on athlete representation exception requests.

- Audit
- Compensation
- Finance
- Ethics
- Judicial
- Nominating and Governance

USA Triathlon requested the ARRWG to approve less than 33.3% Athlete Representation for the following Other committees⁹:

- Age Group – 0%
- Multi-Sport – 0%
- International Relations – 20%
- Collegiate – 10%
- Race Director – 20%

In September 2021, ARRWG reviewed and approved Other committees.

Certification Review¹⁰

Governance and Compliance

The CRG determined that USA Triathlon is fulfilling the Governance and Compliance-related responsibilities of an NGB, including adopting, and enforcing key ethics and compliance-related policies, making them publicly available on its website; and defining procedures to address violations of these policies. Additionally, USA Triathlon has not been the subject of any formal complaints filed with the Dispute Resolution Unit within the last four years.

To address the 2022 Compliance Audit findings, USA Triathlon updated its bylaws and policies, and standardized its board’s practices. Furthermore, USA Triathlon has provided a draft of its selection committee standard operating procedure to the Compliance Audit team for review. USA Triathlon is in process of approving and publishing this procedure.

Prior to the 2022 Compliance Audit, USA Triathlon proactively identified issues with its conflict of interest policy and disclosure process that could not be fully addressed before NGB Audit initiated its review. Even with unexpected staff turnover throughout NGB Audit’s review, USA Triathlon addressed the conflict of interest disclosure process. NGB Audit confirmed the conflict of interest policy is being followed in practice and no issues were identified during audit testing.

The CRG received positive athlete feedback regarding USA Triathlon’s governance practices, noting that the internal AAC is functioning well and has increased levels of engagement by a diverse group of athletes across the membership. The athletes shared positive feedback on their overall communication with USA Triathlon leadership, noting an appreciation and receptiveness to their feedback. Overall, athletes felt heard and prioritized.

Financial Standards and Reporting Practices

⁹ As of April 1, 2023, the USOPC Bylaws no longer require exceptions for Other committees to be approved by ARRWG.

¹⁰ Refer to the Appendix for details on the review standards and process for information related to the Compliance Audit.

The CRG determined that USA Triathlon demonstrates financial operational capability to administer its sport and is financially and operationally transparent, maintaining accountability to its members and to the USOPC.

As a result of the 2022 Compliance Audit, USA Triathlon's finance and high performance teams created a procedure to improve tracking and reporting USOPC funds. USA Triathlon also submitted mid-year funding reports that reconciled to the general ledgers.

Athlete Protection and Rights

USA Triathlon maintains and enforces an athlete safety program consistent with the requirements of relevant federal law, as well as with the policies and standards of the USOPC and the U.S. Center for SafeSport (the Center). The NGB maintains an anti-doping program consistent with the requirements of the USOPC and the U.S. Anti-Doping Agency.

The USOPC is not aware of any cases it has received in the past four years concerning USA Triathlon that should have been reported to the Center but were not reported in accordance with the Center's reporting requirements. For its part, the USOPC has reported all matters to the Center relating to USA Triathlon that the USOPC was required to report.

On April 12, 2022 the Center conducted its most recent Administrative Audit of USA Triathlon's implementation of policies required by the SafeSport Code and the Minor Athlete Abuse Prevention Policies, which resulted in no findings or directions for corrective actions.¹¹

Furthermore, in response to the 2022 Compliance Audit, USA Triathlon updated its athlete agreements to meet the requirements of the NGB Compliance Standards.

Sport Performance

USA Triathlon is fulfilling its obligations in Sport Performance. The organization maintains and executes a strategic plan that supports athletes in achieving sustained competitive excellence and grows the sport. USA Triathlon established selection procedures and executed them effectively to name and train Team USA athletes for Delegation Events.

Operational Performance

The CRG determined that USA Triathlon is meeting all the Operational Performance standards. The organization demonstrates managerial capability to administer its sport, keeps current insurance policies, demonstrates financial sustainability, maintains grievance procedures, and enforces a whistleblower and anti-retaliation policy. As a result of the 2022 Compliance Audit, USA Triathlon has updated its Grievance and Disciplinary Policy to align with its current practices while ensuring compliance with NGB Compliance Standards.

USA Triathlon developed a 2021-2024 Diversity, Equity, and Inclusion (DE&I) Action Plan with aspirations to ensure the sport of triathlon is reflective of the country's athletes, and to value and embrace diverse backgrounds, experiences, and perspectives. USA Triathlon submitted its action plan to the USOPC with sufficient detail to meet the NGB Compliance Standards. The action plan includes four guiding principles of: inclusivity, community focus, accessibility and impact, and

¹¹ [US Center for SafeSport Administrative Audit Report](#) – USA Triathlon, April 12, 2022.

representation. Each guiding principle includes strategies and target outcomes to advance the NGB's DE&I goals.

Conclusion

The CRG concluded that USA Triathlon is performing satisfactorily based on input from the CRG members and the results of the NGB Audit team's 2022 Compliance Audit, and there are no outstanding areas of concern affecting its certification status at this time. Accordingly, the CRG recommends that USA Triathlon's certification as a member organization of the USOPC be renewed with a rating of Renewal in Good Standing.

Appendix

Certification Renewal Process

The USOPC believes in a culture of strong governance, ethics, and compliance among the NGBs that, as member organizations of the USOPC, make up the Olympic and Paralympic movement. Recent amendments to the Ted Stevens Olympic and Amateur Sports Act, which became effective in late 2020, require the USOPC to certify NGBs.¹² The USOPC determined that as of January 1, 2021, all member organizations would be certified, and their certifications would be reviewed for renewal on a rolling basis every four years.¹³

Governed by the USOPC's [NGB Certification Policy](#), the NGB certification review process is supported by a cross-functional body of professionals at the USOPC, the Certification Review Group (CRG), who interact with NGBs in their day-to-day work. These professionals evaluate an NGB's operations across multiple functional areas to provide a holistic review of an NGB's performance and culture.¹⁴ In addition to enumerated standards for NGB performance described in the Act, the Bylaws, and the USOPC's [NGB Compliance Standards](#), the CRG considers departmental observations about an NGB's operations that may not be identified in a formal audit scenario but are relevant to consider when evaluating an NGB's overall performance.

Certification Standards, Exceptions, and Review Components

As described in Section 8.4.1 of the [USOPC Bylaws](#), NGBs must satisfy certification requirements in five core areas: Governance and Compliance, Financial Standards and Reporting Practices, Athlete Safety, Sport Performance, and Operational Performance. The USOPC Implementation Guide for NGB Compliance Standards provides NGBs with specific guidance for how they will be evaluated in each of these core areas.

Section 8.4.2 of the USOPC Bylaws permits an NGB to submit a request for limited exceptions to any of the NGB Compliance Standards which, as a result of its overall structure or other extenuating circumstances, cannot or need not be reasonably met. The CRG evaluates all requests received and grants or denies such limited exceptions.

Various provisions of Section 8.5 of the USOPC Bylaws permit NGBs to seek exceptions related to minimum athlete representation requirements on boards and designated committees as well as exceptions or additions to which of its committees are considered designated committees. The Athlete Representation Review Working Group evaluates and approves or denies all requests made under Section 8.5.

¹² See §220521(a) of the Ted Stevens Olympic and Amateur Sports Act.

¹³ NGB Certification Policy, Section 1.

¹⁴ The CRG uses a four-year lookback period during this review process.