

September 17, 2026

Re: USOPC Review and Assessment of USA Boxing – Community Report

Dear USA Boxing Community Member:

On April 25, 2025, the USOPC informed USA Boxing that the USOPC Compliance team would conduct a review of USA Boxing to assess its compliance with USOPC requirements. At the conclusion of the Compliance Review, the USOPC Compliance team agreed to issue “a confidential report to USA Boxing that will provide the findings of the review, and an assessment of any potential compliance issues identified during the review.” The USOPC has completed its review and provided a copy of the final report to management for USA Boxing and to the Chairman of the USA Boxing Board of Directors.

The USOPC initiated the Compliance Review after receiving multiple reports from members of the USA Boxing community expressing concerns about the USA Boxing grievance process. Despite the diversity of reporters, the reports raised common concerns about the grievance process: a perception of bias in favor of USA Boxing in the administration of grievances; an overreliance on suspensions and/or administrative holds; and the unfair application of grievance rules. These reports echoed the findings of the February 2025 USA Boxing Compliance Audit, which found the USA Boxing grievance process to be “deficient.”

During the Compliance Review, multiple reporters raised additional concerns regarding conflicts of interest and the oversight of the USA Boxing Executive Director by the USA Boxing Board of Directors, including whether the USA Boxing Board of Directors maintained appropriate oversight of USA Boxing. Given the number and diversity of reporters, and the consistency of the concerns, the USOPC expanded the scope of the Compliance Review to include an assessment of USA Boxing’s managerial capabilities, as they relate to USA Boxing’s Board of Directors and USA Boxing.

As detailed in the report provided to USA Boxing, the Compliance Review concluded that USA Boxing has not met its full obligations to maintain and enforce grievance procedures that provide for the prompt and equitable resolution of grievances, to enforce an adequate conflict-of-interest policy, and to demonstrate the managerial capability to oversee its sport. Accordingly, the USOPC issued requirements and recommendations to USA Boxing to help ensure that USA Boxing meets its compliance obligations as a National Governing Body.



PROCESS OF REVIEW AND ASSESSMENT

On April 25, 2025, the Compliance team notified the broader USA Boxing community of this Compliance Review and invited them to provide their perspective on the issues under review. The Compliance team reviewed whether USA Boxing adequately: (1) maintained policies and procedures to implement an equitable grievance process; (2) maintained and enforced a conflict-of-interest policy; and (3) demonstrated the managerial capability necessary to oversee the sport.

To conduct its review, the Compliance team reviewed available documents provided by witnesses and USA Boxing, including email correspondence and other communications, board meeting minutes, committee meeting materials, grievances and corresponding documentation, financial records, and conflicts of interest disclosures. In total, USA Boxing produced more than 7,000 documents for review. Additionally, the Compliance team interviewed 39 individuals (some on multiple occasions), including current and former board members, committee members, staff members, and USA Boxing community members who responded to the community notice. The Compliance team sought to ensure that any findings were supported by available evidence and/or corroborated by multiple sources. The Compliance team's findings were based on the preponderance of the evidence.

USA Boxing cooperated fully with the USOPC during the Compliance Review.

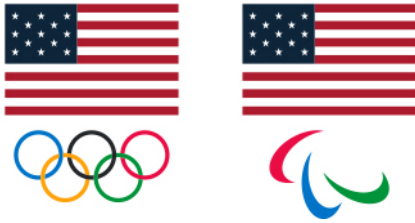
SUMMARY OF FINDINGS

I. Grievances

The Ted Stevens Act directs each national governing body to provide procedures for the “prompt and equitable resolution” of grievances for members. 36 U.S.C. § 220522(14). This statutory provision mandates that NGBs receive, process, and resolve complaints filed by athletes and members.

Compliance Standard E.4 requires NGBs to maintain written complaint and grievance resolution procedures that meet specific operational standards. Standard E.4 requires that NGB procedures provide members with fair notice of allegations and a meaningful opportunity to be heard before declaring the member ineligible to participate under the Act.

Applying these standards, the Compliance Review found that USA Boxing's complaint and grievance process did not fully comply with USOPC's compliance requirements. At times,



USA Boxing employed a complaint process that was not fully documented, applied the wrong burden of proof in specific grievances, and (on occasion) left parties with limited opportunities to present evidence in support of their case during Judicial Committee hearings. These findings were drawn from a review of grievances, the written policies (where they existed), interviews with USA Boxing staff, and interviews with USA Boxing community members.

II. Conflicts of Interest

The Ted Stevens Act requires each national governing body to demonstrate the managerial and financial capability to plan and execute its obligations. 36 U.S.C. § 220522(a). The identification and management of conflicts of interest is a core component of this managerial capability requirement: effective governance depends on fiduciaries who act in the interests of the organization and who identify and manage situations in which their personal interests may diverge from institutional interests.

The USOPC implements this requirement through Compliance Standard A.6, which directs each NGB to maintain a written conflict-of-interest policy applicable to Board members, officers, and senior staff. Standard A.6 requires that the policy includes procedures through which the Board can identify, disclose, and manage potential conflicts before acting on any matter that may be affected by them.

During the Compliance Review, USA Boxing members raised concerns about potential conflicts involving a specific sponsorship deal and the relationship between USA Boxing and World Boxing. Accordingly, the Compliance Review assessed USA Boxing's existing conflicts-of-interest policy and the application of that policy to the specific concerns raised with the Compliance team. The Compliance team found that USA Boxing's formal conflict of interest policy complied with USOPC compliance requirements, but that USA Boxing needed to take additional steps to manage actual and potential conflicts of interests in specific circumstances.

III. Managerial Capability

Finally, the USOPC Compliance team examined USA Boxing's capability to manage its sport. The Ted Stevens Act establishes that each national governing body must demonstrate the managerial and financial capability to plan and execute its obligations. 36 U.S.C. § 220522(a). Compliance Standard E.1(d) requires the Board to actively discharge its oversight responsibilities with respect to management. E.1(c) requires the executive director



or chief executive officer to keep the Board informed of material developments affecting the organization, which includes operational, financial, legal, and compliance matters.

In conducting this portion of the review, the Compliance team focused on the relationship between the Executive Director and the USA Boxing Board of Directors. As detailed in the Report provided to USA Boxing, the Compliance team discovered a breakdown in the relationship and communications between the Executive Director and the Board of Directors that was inconsistent with USOPC compliance requirements.

REFORMS

The Compliance team is responsible for ensuring that NGBs comply with their obligations under the Act, the USOPC Bylaws, the Compliance Standards, and other relevant policies and procedures. The Compliance team required several reforms to ensure that USA Boxing can properly resolve grievances, manage conflicts of interest, and oversee its sport. The Compliance team will continue to monitor USA Boxing's progress to remediate these reforms consistent with their compliance obligations.

During the investigation, the Compliance team provided USA Boxing with recommendations to address the specific problems described in the Report. The recommendations are intended to help USA Boxing rebuild trust between leadership and the USA Boxing community and to ensure that similar situations do not recur. The Compliance team expects the USA Boxing Board of Directors and leadership to appropriately consider the recommendations and expects that the Board of Directors will monitor implementation of adopted recommendations in accordance with its oversight responsibilities.

USA Boxing has informed the USOPC that it has already begun to implement several of the requirements and recommendations and is committed to working cooperatively with the USOPC on these issues moving forward.

CLOSING

Throughout this Compliance Review, the USOPC has met with the dedicated members, staff, and directors of USA Boxing, all of whom care greatly about the sport of boxing and the mission of USA Boxing. Over the last four years, USA Boxing has faced significant organizational challenges, including the IOC's withdrawal of recognition from the International Boxing Association and the effort to secure recognition of World Boxing as the new international federation in order to preserve boxing's place on the Olympic program.



**UNITED STATES
OLYMPIC & PARALYMPIC
COMMITTEE**
1 Olympic Plaza
Colorado Springs, CO 80909

The USOPC recognizes that great operational challenges can also present significant governance challenges. In attempting to confront these challenges, USA Boxing has, on occasion, fallen short of its compliance obligations and has not followed governance requirements. The USOPC believes that through identifying and addressing the issues outlined in the Report, USA Boxing can improve as an organization and strengthen trust among its community members.

Thank you for your patience as we conducted this review and for those that candidly participated in this review. Your perspective and insights were invaluable and will undoubtedly assist USA Boxing's continued efforts to improve the organization.

Sincerely,

s/

Michael C. McGinnis
Senior Director, Integrity & Investigations

cc: Holly Shick, Chief Ethics and Compliance Officer, USOPC
Heidi Roche, Sr. Compliance Investigator, USOPC