

February 2, 2022

Will Wilson
Chief Executive Officer
U.S. Soccer Federation
1801 S. Prairie Ave.
Chicago, IL 60616

Dear Mr. Wilson:

Please find enclosed the U.S. Center for SafeSport's 2021 Audit Report and Risk Assessment Report of U.S. Soccer Federation. Thirty (30) days from today, the Audit Report will be posted in the Audit & Compliance section at www.uscenterforsafesport.org. Please accept our appreciation for your attentiveness and all the time and effort it took to prepare for this audit.

We strive for the audit process to be productive and beneficial and hope that you found it to be so. If you have any additional questions, concerns or suggestions, please do not hesitate to reach out.

Best Regards,



Hannah Hinton
Vice President, Audit & Compliance

Enclosure

cc:

Mr. Sean Boyle
Ms. Cindy Cone
Ms. Nicole Deal
Mr. Greg Fike
Ms. Sarah Hirshland
Ms. Alison Kocoras
Ms. Holly Shick
Ms. Laurel Travis
Selected Center Staff Members



EVENT AUDIT REPORT

AUDIT AND COMPLIANCE DEPARTMENT

NGB NAME:
U.S. Soccer Federation

EVENT AUDIT SITE:
U17 Men's National Team Camp

EVENT AUDIT DATE:
November 1st 2021

BACKGROUND AND AUDIT PURPOSE

The U.S. Center for SafeSport (hereinafter “the Center”) is committed to building a sport community where participants can work and learn together in an atmosphere free of emotional, physical, and sexual misconduct. Federal law authorized the Center to develop training to prevent abuse and policies and procedures for implementation by National Governing Bodies (NGBs) and Paralympic Sports Organizations to prevent abuse.

In accordance with 36 U.S. Code 220541, the Center has been granted authority to complete regular and random audits of the NGBs recognized by the U.S. Olympic & Paralympic Committee. The Center will objectively evaluate adherence and level of compliance to the requirements set forth in the U.S. Center for SafeSport Code and the Minor Athlete Abuse Prevention Policies (“the MAAPP”).

AUDIT SCOPE

The scope of this 2021 audit is based on the Event Audit Standards released to NGBs/USOPC on January 23, 2020. The requirements for each section of the audit are included in Appendix A.

The Audit covered the following areas:

- > EDUCATION AND TRAINING
- > COMMUNICATION AND REPORTING
- > QUALITY CONTROL

AUDIT METHODOLOGY

The Center adhered to the following audit protocol:

- *reviewed policies and procedures
- *evaluated processes
- *administered implementation fidelity testing
- *conducted on-site inspections and
- *conducted interviews with various individuals at the site of the competition.

AUDIT SUMMARY

Based on the audit methodology performed, the Center made findings as to whether the standards in Appendix A were met for Education and Training, Communication and Reporting and Quality Control (each using scoring guidelines in Appendix B).

SCORING SUMMARY

STANDARD	SCORE
EDUCATION AND TRAINING	IMPLEMENTED
COMMUNICATION AND REPORTING	IMPLEMENTED
QUALITY CONTROL	IMPLEMENTED

AUDIT AREA: EDUCATION AND TRAINING

REQUIREMENTS:

1. NGB must identify all adults at event required to complete the Center's Core SafeSport training.
2. NGB must provide a list of above adults to the Center.
3. NGB must ensure that all adults required to satisfy the Center's core SafeSport training requirements did so prior to the event/competition.

SCORE:

IMPLEMENTED

RATIONALE:

- Requirement No. 1 is satisfied. Of the 5 individuals selected for completeness testing, 5 were properly included on U.S. Soccer Federation's (USSF) list.
- Requirement No. 2 is satisfied.
- Requirement No. 3 is satisfied. Of the 7 individuals selected for testing, 7(100%) had properly completed the training prior to the audit.

CORRECTIVE ACTIONS:

No corrective actions required.

MANAGEMENT RESPONSE

PROCESS OWNER/RESPONSIBLE INDIVIDUAL: N/A

ANTICIPATED TIMELINE: N/A

CORRECTIVE PLAN: N/A

AUDIT AREA: COMMUNICATION AND REPORTING

REQUIREMENTS:

1. NGB must communicate Reporting protocol and MAAPP requirements to the event director within the 30 days prior to the event/competition.

2. Event organizer (whether NGB or an Event Director) must communicate MAAPP requirements and Reporting protocol for MAAPP violations to all event/competition participants within the 30 days prior to the event/competition. Day-of registrants must also be informed of MAAPP requirements and Reporting protocol of violations of the MAAPP during the event registration process.

SCORE:

IMPLEMENTED

RATIONALE:

- Requirement No.1 is not applicable, as USSF was responsible for the operation of and present at the event.
- Requirement No. 2 is satisfied. USSF emailed the MAAPP requirements and Reporting protocol for MAAPP violations to all minor athletes (including their parents and their clubs) on October 18th and all coaches and staff on October 22nd.

CORRECTIVE ACTIONS:

No corrective action required.

MANAGEMENT RESPONSE

PROCESS OWNER/RESPONSIBLE INDIVIDUAL: N/A

ANTICIPATED TIMELINE: N/A

CORRECTIVE PLAN: N/A

AUDIT AREA: **QUALITY CONTROL SYSTEM**

REQUIREMENTS:

1. NGB must establish a quality control system for events/competitions.
2. The quality control system must include the following:
 - a. Written policy and procedure to ensure adults who have not completed the Center's Core SafeSport training are not able to have regular contact and/or authority over minor athletes (this includes walk-ups, day-of registrants, replacement referees/officials etc.).
 - b. Written policy and procedure to ensure individuals who have been suspended and/or banned by the NGB and the U.S. Center for SafeSport are not able to participate in the event or competition.
 - c. Oversight and monitoring protocol by NGB including post event/competition review to ensure individuals who should be precluded from participating in the event/competition are not able to participate in future events/competitions.

SCORE:

IMPLEMENTED

RATIONALE:

- Requirement No. 1 is satisfied.
- Requirement No. 2a is satisfied. USSF has a written policy and procedure to ensure adults who have not completed the Center's Core SafeSport training are not able to have regular contact and/or authority over minor athletes. The procedure for USSF network employees includes several checks beginning with Human Resources. Both event organizers and the SafeSport Administrator verify training has been completed for each staff member rostered to work the event/camp. For Network Employees, Independent Contractors, and Adult Athletes, USSF verifies compliance at the time invitation to participate is sent to these individuals by requesting a training certificate or checking the Center's training progress reports. For any last-minute staff substitutions, USSF event personnel verify training and screening for compliance. Event personnel will also verify the individuals training certificate and contact the SafeSport Administrator.
- Requirement No. 2b is satisfied. USSF has a written policy and procedure to ensure adults who are banned and/or suspended by the NGB or the Center are prevented from participating in USSF camps. USSF's procedure is to cross-check all event participants against the Center's Disciplinary Database.
- Requirement No. 2c is not applicable.

CORRECTIVE ACTIONS:

No corrective action required.

MANAGEMENT RESPONSE

PROCESS OWNER/RESPONSIBLE INDIVIDUAL: N/A

ANTICIPATED TIMELINE: N/A

CORRECTIVE PLAN: N/A

1. EDUCATION AND TRAINING

Auditor will request a list of all individuals specific to the NGB/USOPC who are required to take training (adult participants, coaches, referees/officials, volunteers, medical staff, contractors, etc.). All individuals with regular contact and/or authority over minor athletes must be SafeSport Trained prior to any event.

2. COMMUNICATION AND REPORTING

A minimum of one direct communication to event/competition organizers must be distributed no earlier than 30 days prior to the event/competition informing participants of the MAAPP requirements and be sent in the same manner as playing rules, code of conduct, etc. Communication must also include protocol for reporting suspected or alleged MAAPP violations.

3. QUALITY CONTROL SYSTEM

Auditor will evaluate the NGB/USOPC quality control system in place to ensure that suspended/banned individuals (either by the Center or the NGB/USOPC) and individuals who are not SafeSport Trained are unable to register or participate in the event/competition (testing based on credentialed, registered participants, not spectators).

Quality Control System must include:

- > NGB/USOPC policies and procedures pertaining to participant registration, and staffing and volunteers (e.g., requirement to cross-reference Center's Disciplinary Database prior to registration, manual list sent to competition organizers of those who are suspended or have not taken training, or give access to certain individuals running competition);
- > Policies and protocols in place to minimize the risk for individuals to slip through the cracks (1-day/short-term memberships, volunteers, on-site registration, last minute referee substitutions, etc.); and
- > Oversight and monitoring by NGB/USOPC even if not on-site (e.g., required to send list of participants to NGB/USOPC if registration is not done through NGB/USOPC) and back-end oversight to catch individuals who should not participate (assuming registration is not done through NGB/USOPC on the front end).

NOT IMPLEMENTED

A finding of this type indicates a minimal reduction in risk to minor athletes and reveals what is determined to be a poor environment of safety and well-being for minor athletes.

This can be a result of, but not limited to the following:

- > Complete absence of policies and/or relevant and supporting documentation where required.
- > Complete absence of communication to Applicable Adults regarding specific policy/requirements.
- > Complete absence of reporting and oversight structure for Required Prevention Policy violations.
- > Less than 70% compliance on Education & Training requirements.

PARTIALLY IMPLEMENTED

A finding of this type indicates a moderate reduction in risk to minor athletes and reveals what is determined to be a limited environment of safety and well-being for minor athletes.

This can be a result of, but not limited to the following:

- > Presence of policies but missing relevant and supporting documentation.
- > Presence of policies that do not meet the mandatory minimum requirements of the MAAPP.
- > Not adequately or consistently providing communication to Applicable Adults regarding policy/requirements.
- > Lack of an adequate reporting and oversight structure for Required Prevention Policy violations.
- > Between 70% and 90% compliance on Education & Training requirements.

IMPLEMENTED

A finding of this type indicates a significant reduction in risk to minor athletes and reveals what is determined to be a satisfactory environment of safety and well-being for minor athletes.

This can be a result of, but not limited to the following:

- > Presence of policies and all relevant and supporting documentation provided where required.
- > Adequate and consistent communication to Applicable Adults.
- > Adequate reporting and oversight structure for Required Prevention Policy violations.
- > 90% or higher compliance on Education & Training requirements.