

Dear Mr. Redden, Chairman Moran, Ranking Member Blumenthal,

Firstly, allow me to open my email by thank you for this investigation which I hope leads to our Olympic & Paralympic movement taking further action to improve the protections offered to our athletes.

For personal reasons, this subject is deeply personal for me and I stand personally ready to assist you in any way possible. I have recently started a separate foundation, The Athlete Fund, which will formally launch at the end of next week. This fund is a personal project, and not a USA Weightlifting project designed to assist with the after effects of abuse, doping and ethics in sport. For example, providing counselling to victims of sexual abuse in sport.

We are constantly looking for more ways we can improve what we do in this area. If we can identify more, we will readily implement them.

In direct answer to your questions, and if you have follow up questions, I am more than happy to address them:

1. In June 2017, USA Weightlifting made a significant update to its' bylaws to fully adopt the SafeSport policies of the US Center for SafeSport. At the same time, USA Weightlifting made some additional improvements to our membership requirements. Those requirements, both in the membership agreement, membership requirements for SafeSport and the bylaws require immediate reporting of suspected incidents of abuse and also require immediate reporting to law enforcement. Prior to that bylaw change, the review for which started in July 2016, we had a 2013 SafeSport Policy which required immediate reporting of abuse to both law enforcement and the organization. The 2013 policy is still on our website since it covers offences committed 2013-2016.

The full SafeSport reporting protocols and requirements can be found at [www.usaweightlifting.org](http://www.usaweightlifting.org) and click SafeSport on the main menu.

USA Weightlifting recently changed our website to place a reporting function for ethical, safesport, and doping issues right on the front page of [www.usaweightlifting.org](http://www.usaweightlifting.org)

You can view the documents I've referenced here:

- <https://www.teamusa.org/usa-weightlifting/about-us/governance-and-financial/bylaws-technical-rules-and-policies>

- [https://www.teamusa.org/-/media/USA\\_Weightlifting/Documents/BylawsTechnical-Rules--Policies/USA-WEIGHTLIFTING-SMS-Athletes-Safety-Policy.pdf](https://www.teamusa.org/-/media/USA_Weightlifting/Documents/BylawsTechnical-Rules--Policies/USA-WEIGHTLIFTING-SMS-Athletes-Safety-Policy.pdf)

- <https://www.teamusa.org/usa-weightlifting/weightlifting101/safesport/take-safesport-training>

- <https://www.teamusa.org/usa-weightlifting/weightlifting101/safesport>

- <https://www.teamusa.org/usa-weightlifting/weightlifting101/safesport/consolidated-safesport-requirements>
- <https://www.teamusa.org/usa-weightlifting/membership/sanctioned-members>
- [https://www.teamusa.org/-/media/USA\\_Weightlifting/Documents/SafeSport/USAWSafeSportPolicy.pdf](https://www.teamusa.org/-/media/USA_Weightlifting/Documents/SafeSport/USAWSafeSportPolicy.pdf)

Our first report since I took the CEO post in very late 2015, came in March 2017. Within 24hrs of the report, it was passed to the US Center for SafeSport who have been investigating that case since. In this incident, an alleged incident of rape between two adult athletes occurred in a foreign nation.

2. Any volunteer who works with our clubs, national teams, development teams or otherwise is obliged to under go a USA Weightlifting Background check (provided by SSCI), using a red-green policy. They are also required to complete the US Center for SafeSport's "SafeSport Trained" certification. We additionally have a USA Weightlifting Sports Medicine Policy which separately describes policies and procedures for our Sports Medicine Volunteers, none of whom are employed by USA Weightlifting. As of 1 Jan 2018, National team members of all ages must also under go a background check and take SafeSport certification to try

3. USA Weightlifting has no NDA agreements with any party for any reason in force at this time. USA Weightlifting has never signed an NDA with any athlete or coach.

4. We do have a stipend agreement for athletes, and a code of conduct agreement for National Team athletes. We are currently reviewing these for improvements. The stipend policy (Direct Cash support for Athletes) can be found here:

<https://www.teamusa.org/usa-weightlifting/resources/athlete-information-and-programs/2017-2020-stipend-system>

The national team agreement is attached.

5. We are constantly looking at this issue. For example, Nancy Hogshead-Makar's organization, Champion Women, recently pointed out it was too difficult to find our SafeSport policies. Her suggestion led to within 30 minutes changing SafeSport to be on our top line of our website, together with placing reporting buttons directly on our website. We also reviewed our membership obligations in December of 2017. So while I cannot in good conscience point to a particular improvement purely made due to the Nasser case, there certainly has been improvements made in this timeline.

6. I have no knowledge of a time that the USOC did not act, within our organization – USA Weightlifting.

7. Our SafeSport Audit found two items. The first was that we were too focused on minors. This was already rectified by our full adoption of the US Center for SafeSport's Code, Policies and Procedures.

8. The second was that we had some individuals who had not taken the SafeSport training. Again, a change of policy meant more people were required to take the training than ever before. This change took place almost immediately before the audit. As a result, we have already rectified this issue with the members identified together with yet another review of who is required to take SafeSport training, and expanding again.