

USA Triathlon

Response to U.S. Senate Committee

1. USA Triathlon's SafeSport Policy Handbook (attached) states that all allegations of child abuse or sexual abuse must immediately be reported to law enforcement and appropriate authorities (organizational leadership, school principals, human resources staff, etc.), in addition to being immediately reported to the U.S. Center for SafeSport. The protocols in place at USA Triathlon include reporting via an online form at [usatriathlon.org \(https://membership.usatriathlon.org/safesport\)](https://membership.usatriathlon.org/safesport), via email to Linda Cleveland (linda.cleveland@usatriathlon.org), or via USPS mail to the attention of:

USA Triathlon SafeSport Ambassador
5825 Delmonico Drive, Suite 200
Colorado Springs, CO 80919

2. There are no special accommodations to account for volunteers that are separately employed by non-NGB institutions in these reporting practices. According to USA Triathlon's covered individuals list, all USA Triathlon National Office staff; Board of Directors (volunteers); contracted medical staff; contracted massage therapists; contracted chiropractors; contracted mechanics; certified coaches; certified race directors; technical officials; interns; USA Triathlon Ambassador Program (adult amateur) athletes; contracted employees who have direct contact with athletes; and persons appointed by USA Triathlon to positions of authority must each complete the SafeSport training course and pass a background check prior to being involved with USA Triathlon in that role.

The following groups are also required to complete the SafeSport training course: U.S. junior elite athletes competing in ITU events; and U.S. elite/pro athletes (including para-triathletes) competing in ITU events.

3. USA Triathlon, based on current staff's direct knowledge and after researching the issue, has not utilized an NDA to enforce confidentiality against any athlete, volunteer or employee in the past in cases involving sexual misconduct, sexual abuse or any other matters that are covered by SafeSport policies.
4. Likewise, to the knowledge of its current staff members, USA Triathlon has never utilized binding agreements with athletes under our purview that required athletes to keep confidential information involving sexual misconduct, sexual abuse or

any other matters that are covered by Safe Sport policies. Further, all USA Triathlon National Team (elite/pro) athletes must sign an annual Athlete Agreement that covers responsibilities and rights of both the athlete and USA Triathlon; a code of conduct (including a pledge to “respect members of USA Triathlon, spectators and officials, and engage in no form of discriminatory behavior or verbal, physical or sexual harassment or abuse”); anti-doping policies; injury and illness reports; residency requirements; and other stipulations (full agreement is attached). Nominees to the USA Triathlon Ambassador Program (adult amateur athletes) must also sign an agreement prior to participation in the program (full agreement is attached).

5. In addition to the policies and awareness efforts the organization already had in place, USA Triathlon has updated and improved several of its SafeSport procedures. USA Triathlon has adopted the new training platform developed by the U.S. Center for SafeSport and communicated that change to its constituents. Updates have also been made to the organization’s SafeSport hearing and appeals form, process and committee; its covered individuals list; and its internal tracking system and internal compliance auditing process. We have also created a Board of Directors SafeSport working group that is actively engaged in all aspects of SafeSport. USA Triathlon now operates and strictly enforces a zero-tolerance policy in regards to SafeSport training, meaning that all individuals on the covered individuals list must complete the SafeSport online training and pass a background check prior to working or volunteering with the organization in any official capacity.

In recent months, USA Triathlon has also issued several communications to educate and inform its constituents and the public about the importance of SafeSport. These include educational pieces in USA Triathlon’s weekly newsletter in [March](#) and [July](#) of 2017 and [February](#) of 2018, as well as social media posts in March of 2017 and [January](#) of 2018.

In addition, USA Triathlon is in the process of developing several youth awareness pieces related to SafeSport, including a SafeSport activity book for youth athletes and an upcoming feature in *USA Triathlon Kids* magazine.

6. To the knowledge of current USA Triathlon staff members, the USOC has not failed to respond following a report of criminal behavior against an athlete. In fact, to our knowledge, USA Triathlon has never reported criminal behavior to the USOC.

7. USA Triathlon's 2017 SafeSport Audit indicated that one individual selected for testing did not have a criminal background check conducted during the testing period (May 1, 2016 through April 30, 2017) and three individuals selected for testing did not complete education and training requirements during the testing period (May 1, 2016 through April 30, 2017). One individual had not completed both the criminal background check or the education and training requirements. USA Triathlon has since rectified these concerns. Two of the individuals listed had in fact completed the training and education requirements, and USA Triathlon staff members were able to locate documentation confirming this. USA Triathlon immediately contacted the other individual (who was not in compliance in both categories), who was informed that he could not volunteer or work with USA Triathlon in any capacity until he fulfilled the training and background check requirements. He has since completed both the background check and the SafeSport training course.

USA Triathlon's internal tracking system can now verify whether or not each individual on the covered individuals list has completed the required SafeSport training and background check. If a covered individual has not fulfilled both of these requirements, he or she is not allowed to work or volunteer in an official role with USA Triathlon. There are no remaining recommendations from the 2017 SafeSport Audit that USA Triathlon has yet to fully implement. The full 2017 SafeSport Audit is attached here.