CALL TO ORDER
USA Swimming Board Chair, Jim Sheehan, called the April 7, 2018 Board of Directors
meeting to order at 8:00 a.m. Mountain Time with the following members in attendance:

PRESENT: Dale Ammon, Tim Bauer, John Bitter, John Bradley, Robert Broyles, Van
Donkersgoed, Tristan Formon, Natalie Hall, Clark Hammond, Don Heidary, Tim Hinchey,
Amy Hoppenrath, Lucinda McRoberts, Dale Neuburger, Derek Paul, Aaron Peirsol, Sean
Redmond, John Roy, Jim Sheehan, Bruce Stratton, Davis Tarwater, Mary Turner, Robert
Vincent, Mark Weber, Garrett Weber-Gale, Carol Zaleski.

NOT PRESENT: Anthony Ervin, Bill Maxson, Dan McAllen (joined via conference call), Chip
Peterson (joined via conference call), Jim Ryan (joined via conference call), Amy Schulz,

MOMENT OF SILENCE
A moment of silence was observed for USA Swimming members who have passed away
since the last USA Swimming Board of Directors meeting.

AGENDA REVIEW
Jim Sheehan presented the Agenda (Attachment 1).

MOTION: To approve the Agenda. Seconded. APPROVED.

CONFLICT OF INTEREST
“Is any member aware of any conflict of interest (that is, of a personal interest or direct or
indirect pecuniary interest) in any matter being considered by this meeting which should now
be reported or disclosed or addressed under the USA Swimming Conflict of Interest Policy?”

If a Board member determines there to be a conflict of interest at any point during the
course of the meeting when a specific subject is being discussed and / or action is being
taken, a declaration of a conflict of interest should be made at that time.

INTRODUCTIONS
GUESTS
George Geanon (Safe Sport Committee)
STAFF
Amanda Bryant, Matt Farrell, Liz Hahn, Jim Harvey, Belle McLemore, Lindsay Mintenko, Mike Unger, Maggie Vail, George Ward.

BOARD CHAIR’S REMARKS
Jim Sheehan thanked the Board for attending this Special Meeting to address the organization’s commitment to providing safe and healthy environments for its members.

CLOSED SESSION

LITIGATION UPDATE
The Board meeting went into closed session so that USA Swimming Secretary & General Counsel, Lucinda McRoberts, could give a litigation review and update, as well as a review of certain past matters.

WORKING GROUP SAFE SPORT RECOMMENDATIONS

UPDATE ON STATE OF THE BUSINESS OF SAFE SPORT
Liz Hahn and Maggie Vail provided an overview of the prereading Safe Sport materials and presented background on the USA Swimming Safe Sport program including its history, framework, and response and prevention efforts (Attachment 2). George Geanon also spoke in support of the organization’s efforts on behalf of the Safe Sport Committee.

The Board discussed, in general terms, ways to enhance the Safe Sport program, including by making the availability of SwimAssist more widely known and how wellness initiatives may be incorporated.

ACTION PLAN RECOMMENDATIONS
Matt Farrell introduced the Safe Sport Working Group and provided an overview of what the group would address, including Programs & Services (John Bradley), Policies (Clark Hammond), Culture (Natalie Coughlin), and Communications (Amy Hoppenrath) (Attachment 3).

John Bradley presented on various Program & Services initiatives, including the Safe Sport Certified/Recognized Club program, Training the Trainers, and a potential third-party review.

The Board discussed at length the proposed requirements of the Safe Sport Certified/Recognized Club program and whether the program should be incentivized or mandatory.
MOTION: To endorse the Safe Sport Committee on the concept of a Safe Sport Certified/Recognized Club program and direct the Committee to develop a rollout program that would start from incentivized to mandatory requirements. Seconded. APPROVED.

A timeline was established for the Safe Sport Committee to finalize the proposed program details and criteria. Next steps include updating the Board at its May meeting and using the Safe Sport workshop at Convention to train Safe Sport Chairs on the approved criteria.

Mr. Bradley also introduced the topic of training individuals to deliver the Safe Sport message ("Training the Trainers"). The Board discussed different ways to train volunteers, including in-person trainings as well as virtual trainings.

Mr. Bradley next introduced possible ideas to review the Safe Sport program following the 2014 Vieth Report. The Board deliberated whether a third-party review of the program is needed and identified potential objectives and benefits of a program review. The Board directed the Safe Sport Working Group to develop further the concept of a third-party review.

Mr. Bradley next introduced a potential third-party review the Safe Sport program following the 2014 Vieth Report. The Board deliberated whether such a review of the program is needed and identified potential objectives and benefits of a program review. The Board also considered a third-party review of the handling of certain historical misconduct cases instead of, or in addition to, a review of the Safe Sport program.

Mr. Bradley presented the Working Group’s recommendation that the organization pursue additional communication and engagement opportunities with survivors, and the Board discussed appropriate ways to do so.

In connection with a review of organizational polices, Clark Hammond presented the idea of USA Swimming employing an independent ombudsman. The Board talked about how that role would operate and what type of person would fulfill that role.

Mr. Hammond also introduced the concept of Club Assist, which would assist clubs with addressing Safe Sport considerations and boundary violations at the local level. Following discussion, the Board directed the concept to the Safe Sport Committee for further evaluation.

Natalie Hall presented the notion of embedding the Safe Sport culture within the Board and USA Swimming staff moving forward. Matt Farrell suggested the Board to look at the
Mission and Vision of USA Swimming, as well as its Cultural Values, to lay a foundation for the next Board. The Board discussed defining, changing, and implementing club and organizational culture to be more child and athlete focused.

Jim Sheehan suggested that the Board Policy Manual / Ends Working Group review the organization’s Ends to ensure Safe Sport and positive culture is appropriately integrated.

The Board briefly revisited whether the Safe Sport Certified/Recognized Club components should be entirely mandatory or incentivized in part.

Amy Hoppenrath updated the Board on the Working Group’s recommendations regarding communications-based objectives, including conveying empathy, building trust and better conveying existing programs and organizational efforts. Belle McLemore further outlined the organization’s communications strategy.

ADJOURN

USA Swimming Board Chair, Jim Sheehan, adjourned this meeting at 5:19 p.m. Mountain Time.

Respectfully submitted:

Lucinda McRoberts, General Counsel & VP Business Affairs  Jim Sheehan, Board Chair