

# USA Swimming Board of Directors Special Meeting Minutes

April 7, 2018 / Denver Airport Residence Inn

1 **CALL TO ORDER**

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

4  
5 **PRESENT:** Dale Ammon, Tim Bauer, John Bitter, John Bradley, Robert Broyles, Van  
6 Donkersgoed, Tristan Formon, Natalie Hall, Clark Hammond, Don Heidary, Tim Hinchey,  
7 Amy Hoppenrath, Lucinda McRoberts, Dale Neuburger, Derek Paul, Aaron Peirsol, Sean  
8 Redmond, John Roy, Jim Sheehan, Bruce Stratton, Davis Tarwater, Mary Turner, Robert  
9 Vincent, Mark Weber, Garrett Weber-Gale, Carol Zaleski.

10

11 **NOT PRESENT:** Anthony Ervin, Bill Maxson, Dan McAllen (joined via conference call), Chip  
12 Peterson (joined via conference call), Jim Ryan (joined via conference call), Amy Schulz,  
13 Marie Scovron, Ed Tsuzuki, Ron Van Pool, Jim Wood (joined via conference call).

14

15 **MOMENT OF SILENCE**

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

18

19 **AGENDA REVIEW**

20 Jim Sheehan presented the Agenda (Attachment 1).

21

22 **MOTION:** *To approve the Agenda. Seconded. APPROVED.*

23

24 **CONFLICT OF INTEREST**

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

28

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

32

33 **INTRODUCTIONS**

34 **GUESTS**

35 George Geanon (Safe Sport Committee)

36

37

38

39 **STAFF**

40 Amanda Bryant, Matt Farrell, Liz Hahn, Jim Harvey, Belle McLemore, Lindsay Mintenko,  
41 Mike Unger, Maggie Vail, George Ward.

42

43 **BOARD CHAIR'S REMARKS**

44 Jim Sheehan thanked the Board for attending this Special Meeting to address the  
45 organization's commitment to providing safe and healthy environments for its members.

46

47 **CLOSED SESSION**

48 **LITIGATION UPDATE**

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

52

53 **WORKING GROUP SAFE SPORT RECOMMENDATIONS**

54 **UPDATE ON STATE OF THE BUSINESS OF SAFE SPORT**

55 Liz Hahn and Maggie Vail provided an overview of the prereading Safe Sport materials and  
56 presented background on the USA Swimming Safe Sport program including its history,  
57 framework, and response and prevention efforts (Attachment 2). George Geanon also  
58 spoke in support of the organization's efforts on behalf of the Safe Sport Committee.

59

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

63

64 **ACTION PLAN RECOMMENDATIONS**

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

69

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

73

74 The Board discussed at length the proposed requirements of the Safe Sport  
75 Certified/Recognized Club program and whether the program should be incentivized or  
76 mandatory.

77

78 **MOTION:** *To endorse the Safe Sport Committee on the concept of a Safe Sport*  
79 *Certified/Recognized Club program and direct the Committee to develop a rollout program*  
80 *that would start from incentivized to mandatory requirements. Seconded. APPROVED.*  
81

82 A timeline was established for the Safe Sport Committee to finalize the proposed program  
83 details and criteria. Next steps include updating the Board at its May meeting and using the  
84 Safe Sport workshop at Convention to train Safe Sport Chairs on the approved criteria.  
85

86 Mr. Bradley also introduced the topic of training individuals to deliver the Safe Sport  
87 message (“Training the Trainers”). The Board discussed different ways to train volunteers,  
88 including in-person trainings as well as virtual trainings.  
89

90 Mr. Bradley next introduced possible ideas to review the Safe Sport program following the  
91 2014 Vieth Report. The Board deliberated whether a third-party review of the program is  
92 needed and identified potential objectives and benefits of a program review. The Board  
93 directed the Safe Sport Working Group to develop further the concept of a third-party  
94 review.  
95

96 Mr. Bradley next introduced a potential third-party review the Safe Sport program  
97 following the 2014 Vieth Report. The Board deliberated whether such a review of the  
98 program is needed and identified potential objectives and benefits of a program review.  
99 The Board also considered a third-party review of the handling of certain historical  
100 misconduct cases instead of, or in addition to, a review of the Safe Sport program.  
101

102 Mr. Bradley presented the Working Group’s recommendation that the organization pursue  
103 additional communication and engagement opportunities with survivors, and the Board  
104 discussed appropriate ways to do so.  
105

106 In connection with a review of organizational polices, Clark Hammond presented the idea  
107 of USA Swimming employing an independent ombudsman. The Board talked about how  
108 that role would operate and what type of person would fulfill that role.  
109

110 Mr. Hammond also introduced the concept of Club Assist, which would assist clubs with  
111 addressing Safe Sport considerations and boundary violations at the local level. Following  
112 discussion, the Board directed the concept to the Safe Sport Committee for further  
113 evaluation.  
114

115 Natalie Hall presented the notion of embedding the Safe Sport culture within the Board and  
116 USA Swimming staff moving forward. Matt Farrell suggested the Board to look at the

117 Mission and Vision of USA Swimming, as well as its Cultural Values, to lay a foundation for  
118 the next Board. The Board discussed defining, changing, and implementing club and  
119 organizational culture to be more child and athlete focused.

120  
121 Jim Sheehan suggested that the Board Policy Manual / Ends Working Group review the  
122 organization's Ends to ensure Safe Sport and positive culture is appropriately integrated.

123  
124 The Board briefly revisited whether the Safe Sport Certified/Recognized Club components  
125 should be entirely mandatory or incentivized in part.

126  
127 Amy Hoppenrath updated the Board on the Working Group's recommendations regarding  
128 communications-based objectives, including conveying empathy, building trust and better  
129 conveying existing programs and organizational efforts. Belle McLemore further outlined  
130 the organization's communications strategy.

131  
132 **ADJOURN**

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

Respectfully submitted:



Lucinda McRoberts, General Counsel & VP Business Affairs



Jim Sheehan, Board Chair

## **USA Swimming Board of Directors Minutes Attachments**

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Attachment 1

Page 1 – Agenda

Attachment 2

Page 2 – Prereading Safe Sport materials