



Vieth Report Progress Update

September 2017

INTRODUCTION

In 2013, USA Swimming commissioned Victor Vieth, Executive Director of the National Child Protection Training Center, to conduct a comprehensive assessment of USA Swimming's Safe Sport Program. Vieth conducted his assessment from September 2013 to December 2013 and delivered his report ("Vieth Report") with 39 recommended actions to the USA Swimming Board of Directors in January 2014. Then-President Bruce Stratton formed the Safe Sport Program Review Task Force to evaluate and prioritize the recommendations and produce a plan for implementation.

The Task Force approached its evaluation of the Vieth Report based on the following considerations:

1. USA Swimming must develop and implement strategies, policies, procedures and programs that can operate and thrive with consideration for the requirements of and restrictions imposed by the Ted Stevens Olympic and Amateur Sports Act.
2. USA Swimming recognizes the burden it places on its members when it imposes requirements and the Task Force sought to identify implementation strategies that incentivize rather than mandate.
3. USA Swimming is a member organization and retains jurisdiction over its members. It has little jurisdiction or enforcement mechanism to implore non-members to complete membership requirements.
4. Development and implementation of the strategies, policies, procedures and programs will take a significant amount of time. USA Swimming has not made a one, two, or five year commitment to Safe Sport, but rather a long-term organizational commitment to build and nurture a culture of Safe Sport in the swimming community.

The Vieth Report outlined thirty-nine specific recommendations for action by USA Swimming. During the Task Force's initial review, additional recommendations and items categorized as "sub-recommendations" were identified adding to the recommendations. The Task Force identified a grand total of fifty-four items to be evaluated.

IMPLEMENTATION PLAN PROGRESS

The Task Force returned a report to the Board of Directors in May 2014 with a four-phased implementation plan for the 54 Vieth Report recommendations. Of the 54 items, the Task Force recommended implementation for 52 items, agreed with the Vieth Report not to implement one item (SS4), and did not recommend implementation for one item (RRR2).

In November 2015, Safe Sport Program personnel issued the first Vieth Report Progress Update. At that time, 21 of the 52 recommendations had been implemented in full and the Safe Sport Committee and headquarters staff were at work on an additional 16 items.

Since that time, the Committee and staff have been working diligently on continued efforts to implement the plan. This document is a progress update on the Vieth Report recommendations in the two years since the 2015 update.

- ✓ An additional seven out of the fifty-two items recommended for implementation have been successfully integrated in to the Safe Sport Program.
- ✓ The Committee and staff are currently working on the implementation of thirteen out of the remaining twenty-four items recommended for adoption by USA Swimming.
- ✓ The US Center for Safe Sport opened in March 2017. It is an independent entity serving the USOC and the NGB community and is responsible for adjudicating all allegations of sexual misconduct and providing education and

training materials for comprehensive abuse prevention in sport. Six items (RRR9, RRR10, RRR11, OT1, OT2, and OT6) have been identified as tasks best suited for the Center.

✓ In Sum:

- Total Items Recommended for Implementation: 52
- Items Complete: 28 (54% of total items)
- Items Currently in Progress: 13 (25%)
- Items Marked for Completion by US Center for Safe Sport: 6 (12%)
- Items for Future: 5 (10%)

This report does not describe those recommendations completed between May 2014 and November 2015. For full detail on those items, please review the 2015 Vieth Report Progress Update attachment to this report.

Implementation: Complete November 2015 - September 2017

The Safe Sport Committee and staff have implemented the Vieth Report recommendations through a series of strategies. Our progress report is organized by strategy with the relevant Vieth recommendation accomplished through that strategy noted therein:

Implementation Strategy: How to Do Safe Sport

Description:	In the Fall of 2016, Safe Sport staff began work on a new educational strategy intended to provide simple, doable steps for member clubs to create a Safe Sport culture at their club. "How to Do Safe Sport" is the name of this effort and will be the basis for training modules and incentive programs in development in the 2017-2018 Safe Sport strategic plan. "How to Do Safe Sport" breaks down three steps for engagement: "Set, Direct, Protect," encouraging coaches, parents, athletes, and other members to Set the intention to create a Safe Sport culture, Direct other club members through effective communication and consensus building, and Protect the culture created at the club through ongoing monitoring supervision.
Implementation Date	September 2017
Relevant Vieth Report Recommendations	<ul style="list-style-type: none"> ● MS1 - Continually reinforce the rationale behind the importance of the monitoring and supervision rules. ● PG1 - Provide equal layers of protection for all abused children within the sport.

Implementation Strategy: Safe Sport Club Toolkit

Description:	The Safe Sport Club Toolkit is an online repository for tools and resources clubs can use to create a Safe Sport culture. The Committee and staff frequently create new materials to add to this resource library. In July 2017, the Safe Sport Activity Book was released. This 12 page Activity Book is designed for 6-11 year olds and includes games, puzzles, and other activities with a Safe Sport theme aimed at bringing awareness of Safe Sport to this age group and their parents.
Implementation Date	July 2017
Relevant Vieth Report Recommendations	<ul style="list-style-type: none"> ● ET2 - Develop personal safety materials for younger children – and require parents to review them with all younger athletes.

Implementation Strategy: Survivor Resources Implementation Strategy: Survivor Resources

Description:	Safe Sport staff created the "Reporting to Safe Sport: A Resource Guide," a two page pamphlet with information for individuals who are participating in the National Board of Review process as a survivor or witness. The guide outlines the NBOR process, details what to expect, and answers the questions that come up frequently during case management. The brochure was
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	informed by the past experience of survivors and witnesses who have been through the NBOR process as well as existing research regarding the effects of participating in a hearing or other disciplinary process. It will be updated in 2017-2018 to add information relate to the Center for Safe Sport.
Implementation Date	October 2016
Relevant Vieth Report Recommendations	<ul style="list-style-type: none"> • RRR8 - Develop materials that may assist an abused athlete and his or her family in cooperating with an investigator or NBOR hearing.

Implementation Strategy: The Center for Safe Sport

Description:	From 2013-2017, USA Swimming staff and athletes participated in various capacities – working group, advisory committee, and Board of Directors – in partnership with the US Olympic Committee on efforts to plan, design and launch the US Center for Safe Sport (The Center). The Center is a first of its kind independent entity charged with the investigation and adjudication of all allegations of sexual misconduct by members in Olympic sport. The Center officially launched in March 2017 and USA Swimming gave jurisdiction to the Center in July 2017.
Implementation Date	March 2017
Relevant Vieth Report Recommendations	<ul style="list-style-type: none"> • OT7 - An independent entity to oversee the investigation, adjudication and imposition of sanctions in cases of abuse.

Implementation: In Progress

The following strategies are currently in progress by the Safe Sport Committee and staff:

Implementation Strategy: Subcommittee Work

Description:	In September 2017, Safe Sport Committee Chair George Geanon will name a subcommittee to review the model policies (travel, electronic communication, bullying, locker room monitoring, and photography) provided by USA Swimming for relevance and any necessary updates. Included in that group's charge will be the direction to update the model travel policies with options for "two deep leadership" on all team travel. Implementation of proposed standards is pending feedback and approval from the Safe Sport Committee.
Relevant Vieth Report Recommendation	<ul style="list-style-type: none"> • MS2 - Continue to develop options for the "two deep leadership" on all team travel

Implementation Strategy: Safe Sport Certified Club Program

Description:	The Safe Sport Program Review Task Force recommended that USA Swimming create a "Safe Sport Certified Club" program to motivate and incentivize coaches, teams, athletes and parents to embrace and participate in the Safe Sport Training and enhance the awareness of the Safe Sport Program. A subcommittee of the Safe Sport Committee has been working on the development of required criteria for clubs to achieve Safe Sport Certified status. Program launch is planned for end of year 2018 and LSC Safe Sport Chairs will be trained to assist the clubs in their respective LSC with certification.
Relevant Vieth Report Recommendations	<ul style="list-style-type: none"> • ET1 - Require children who are athlete members 12-18 to take the Safe Sport training. • ET3 - Require parents to take Safe Sport training. • GF1 - Set a goal of a safe sport coordinator in every club – and strive to meet this in 5 years.

Implementation Strategy: USA Swimming LEARN

<p>Description:</p>	<p>In 2010, USA Swimming passed the Athlete Protection Training membership requirement, mandating online abuse prevention training for all non-athlete members renewed every two years. The Safe Sport Program recognizes the need to provide more education across a broader number of topics in the future. In August 2017, USA Swimming launched USA Swimming LEARN, an online learning platform that will host courses for all USA Swimming programs, including Safe Sport. LEARN launched with three updated Safe Sport courses and Safe Sport staff are currently developing a “Safe Sport Training Library” which will be an online collection of courses on Safe Sport related topics.</p> <p>Starting with the 2017-2019 APT renewal cycle, non-athlete members will be able to choose the online courses that would best serve their needs as a coach, official, or other volunteer to complete their APT certification requirement.</p> <p>Existing courses, such as “Children with Challenges,” which includes instruction for Safe Sport best practices for children with disabilities, will be ported over to the new LEARN platform in 1Q 2017.</p>
<p>Relevant Vieth Report Recommendations</p>	<ul style="list-style-type: none"> • SS3 - Safe Sport training for parents should include info on asking questions about pre-employment screening. • ET4 - Develop a version of Safe Sport education accessible to children or parents with a disability • ET5 - Strengthen the physical abuse section of the Safe Sport training. • ET6 (ET6A-ET6D) - Incorporate ACE Research into Safe Sport training. • ET7 - Develop training and written materials pertaining to juvenile sexual behaviors and offenses (peer to peer). • ET8 - Incorporate resilience research into Safe Sport training.

Implementation Strategy: Safe Sport Internal Program Manual

<p>Description:</p>	<p>In 2013, Safe Sport Staff created an Internal Complaints Manual to memorialize its established case management practices. The Safe Sport Program Review Task Force recognized that this document could be expanded into a Safe Sport Program Manual where policies and practices across the Safe Sport Program could be memorialized to increase transparency and program integrity. The following Vieth Report recommendations will be incorporated in to Safe Sport staff practices and the Program Manual will be updated to reflect the same.</p>
<p>Relevant Vieth Report Recommendations</p>	<ul style="list-style-type: none"> • ET3A - Make Safe Sport materials available in Spanish • RRR6 - Develop a pool of medical, mental health, and sex offender treatment experts that can be consulted in cases of physical abuse, psychological abuse, and juvenile sex offenses

Attachments: 2015 Vieth Report Progress