

The Honorable Gregg Harper

1. According to various reports, some NGB members that have been accused of sexual abuse have been allowed to continue coaching or competing, and having contact with minor athletes, even while they are under investigation. The purpose of interim measures is to prevent an alleged abuser from continuing the pattern of abuse during the period of time in which that individual is under investigation. Is it your practice to take an interim measure, such as suspending the member, while that individual is under investigation?

Yes. If USA Taekwondo receives a direct report of sexual abuse, in contravention of the SafeSport policy, then it will suspend the individual pending the result of the investigation by the U.S. Center for SafeSport and add their name to the Suspended List until a final determination is reached.

Should the Center for SafeSport issue an interim measure in a case reported to them, USA Taekwondo will enforce that measure without question.

a. If so, what are the types of interim measures that might be used and what determines which type of interim measure is used?

Interim measures can range from full temporary suspension of membership and all activity with the organization for the duration of the investigation, to special measures such as removal from a team as a coach or a no-contact order. If the interim measure is imposed by USA Taekwondo then the determination of which type of measure is used is made based on the seriousness of the allegation. In cases where the interim measure is being imposed by the U.S. Center for SafeSport, USA Taekwondo will follow their instructions on what actions to take.

b. If an allegation is turned over to the U.S. Center for SafeSport, what authority does USA Taekwondo have to implement interim measures while the Center investigates?

USA Taekwondo turns ALL reports that contain any trace of sexual misconduct over to the U.S. Center for SafeSport. Until the Center for SafeSport exercises jurisdiction over a matter USA Taekwondo has full authority to implement an interim measure. Once the Center exercises jurisdiction USA Taekwondo will typically follow their instructions on whether an interim measure is necessary and appropriate, or not.

1. Does the nature of the interim measure adopted differ based on whether the NGB or the Center is conducting the investigation?

No, it does not. USA Taekwondo no longer conducts any investigation into sexual misconduct. Any and all sexual misconduct investigations are conducted by the U.S. Center for SafeSport.

c. Is some measure taken in every case, or is this determined on a case by case

basis? If a measure is not taken in some cases, why not?

In every case that contains an element of sexual misconduct USA Taekwondo will submit it to the U.S. Center for SafeSport, and to the appropriate law enforcement agencies. Interim measures imposed by USA Taekwondo independent of a ruling by the Center are taken on a case by case basis, determined by the seriousness and source of the allegations. If a report is made directly by a potential victim (or their guardian) USA Taekwondo will implement an interim measure appropriate to the seriousness of the allegation. In the case of third party reports, hearsay or rumor USA Taekwondo will file these with the Center for investigation and implement their ruling on either interim or final measures.

d. If an interim measure is imposed, how quickly are such interim measures implemented?

Interim measures are implemented immediately.

e. Whose responsibility is it to enforce the interim measures? What are the potential consequences if an interim measure is not adequately enforced?

It is USA Taekwondo's responsibility to enforce interim measures, whether they have been determined by USA Taekwondo or the Center for SafeSport. Potential consequences of not adequately enforcing interim measures might include placing the athlete or others at further risk of abuse, or mental distress at having to be in close proximity to their alleged abuser at, for example, an event hosted by USA Taekwondo.

2. During the hearing, Representative Costello asked why USA Taekwondo delayed its decision to impose background check requirements. Can you please clarify any policies or procedures that USA Taekwondo has regarding background checks on any individuals associated with USA Taekwondo (e.g., athletes, coaches, volunteers, etc.) and describe why USA Taekwondo delayed its decision to impose background check requirements?

USA Taekwondo requires all staff, board members, coaches, referees, vendors and technicians with competition floor access to take a background check at the time of appointment, and every two years subsequently. Any individual who 'fails' a background check (for example, for having a felony conviction on their record) will receive immediate notice of denial/suspension of membership and be offered a hearing with USA Taekwondo's independent Ethics Committee to petition the decision. If a hearing is requested the membership remains suspended/denied until the conclusion of that process. If a hearing is not requested, the suspension/denial is made permanent.

USA Taekwondo began working on implementing background checks in 2012. The process of acquiring a provider and integrating the checks into the database system took over a year and the system was ready for use in mid 2013. The organization faced difficulties with the integration project at the time, due to the nature of the software used for membership, but did

manage to implement a solid system on completion of the project. There are no details on file as to why it wasn't implemented faster, but equally, I cannot find any evidence of an intentional delay to the beginning of the project.

3. In your March 21, 2018 letter to the Committee, USA Taekwondo indicated that there are roughly two dozen individuals facing suspensions or lifetime bans from your sport. Can you please clarify the answer you provided during the hearing to the question regarding whether any of these individuals have been reported to law enforcement?

22 of the 29 people on the suspended list are for incidents that involved law enforcement. There are 4 of 29 where, following a diligent search of the records, I have not been able to uncover whether or not law enforcement was involved.

Only 3 of 29 people on the list were not referred to law enforcement.

a. If some of the individuals were not referred to law enforcement, can you please describe why they were not referred to law enforcement?

It depends on the seriousness of the allegations – not all suspensions are for sexual misconduct. Some allegations are clearly violations of the SafeSport policy or Code of Ethics but do not rise to the level of a criminal act. USA Taekwondo is committed to reporting all allegations of sexual misconduct to both law enforcement and the Center for SafeSport for investigation.

The Honorable Chris Collins

1. Non-disclosure agreements are widely used in business resolutions, and serve as useful tools in not only creating confidential relationships between parties, but also protecting certain confidential and proprietary information. Whether it be unilateral or multilateral, they vary in nature -protecting trade secrets and intellectual property, formalizing a relationship between collaborating organizations, or serving as an added layer when resolving disputes between individuals and entities. Within the Olympic community, various news sources revealed some sexual assault victims are bound by NDAs as part of their settlement agreement. One of the most widely publicized instance is the case of Olympic gold medalist, McKayla Maroney, who signed an NDA with USA Gymnastics in late 2016. However, USA Gymnastics chose not to seek action against Maroney when she breached her NDA earlier this year by speaking at the sentencing hearing of serial child molester, Larry Nassar. I would like to better understand the driving factors in NDA utilization within the Olympic community, as it may be indicative of protecting the brand and management more so than treating the problem at its source -stopping sexual abuse.

a. How many NDAs has your organization entered into since 2005 and when was the most recent NDA or settlement entered into? Of those NDAs, how many were minors at the time of the dispute?

USA Taekwondo has no records of any NDAs being entered into with athletes since 2005. This is not something we have done or intend to do in the future. NDAs are not used with athletes in any circumstance.

b. As to the nature of these NDAs or settlements, do the agreements prohibit the victim from speaking about the details of the settlement such as the amount of any financial award -or do they prohibit the victim from speaking about the details of the case such as the fact that they were abused, where and when the abuse occurred, who their abuser was, etc.? Are any of these ND As entered into in lieu of the responding party being given appropriate sanctions, such as being suspended or banned from the NGB?

See answer above. USA Taekwondo does not enter into NDAs with athletes, and will not do so in the future.

The Honorable Frank Pallone, Jr.

1. The U.S. Olympic Committee's current NGB Athlete Safety Policy requires sports governing bodies to conduct criminal background checks at least once every two years on anyone who either is in a position of authority over an athlete or who has frequent contact with an athlete. However, the policy does not provide specific direction on how to design background check programs. For example, it does not specify whether all sports governing bodies should use a common background check provider. It similarly does not specify whether governing bodies should require background or reference checks of all staff and volunteers. What does USA Taekwondo do beyond the minimum requirements of the Athlete Safety Policy when conducting criminal background checks and reference checks?

USA Taekwondo requires all staff, board members, coaches, referees, vendors and technicians with competition floor access to take a background check at the time of appointment, and every two years subsequently. Any individual who 'fails' a background check (for example, for having a felony conviction on their record) will receive immediate notice of denial/suspension of membership and be offered a hearing with USA Taekwondo's independent Ethics Committee to petition the decision. If a hearing is requested the membership remains suspended/denied until the conclusion of that process. If a hearing is not requested, the suspension/denial is made permanent.

USA Taekwondo uses a company called Verified Volunteers as its background check supplier but would support an initiative to utilize a common background check provider.

The Honorable Jan Schakowsky

1. Following up on my last question in the hearing, what steps - if any - is USA Taekwondo taking to hold to account those not only abusers but also those who helped cover up for abusers?

USA Taekwondo works with the Center for SafeSport and law enforcement to hold abusers to account. USA Taekwondo has received no reports against anyone currently involved with the organization, accusing them of such behaviors as covering up for abusers. If we were to receive such reports they would be investigated with through the Center, or USA Taekwondo's independent ethics processes.

2. USA Taekwondo arranges training camps and exchanges for its athletes. It is my understanding that, in at least one instance, one of those events involved a coach with a pattern of inappropriate relationships with young athletes. How does USA Taekwondo vet the coaches and other staff with whom athletes will come into contact at camps and exchanges that it arranges?

All coaches and staff (administrative, referee or medical) must pass a background check, complete the SafeSport training and have no current SafeSport sanctions in place against them before they will be allowed to attend a training camp or athlete exchange.

3. How does USA Taekwondo vet referees and vendors at its events? Are banned coaches allowed to return to USAT events in non-coach roles?

Referees and vendors must pass a background in order to be granted access to USA Taekwondo events. Bans issued are from any participation in a USA Taekwondo event, so banned coaches would not be allowed to take any non-coaching role at a USA Taekwondo event.