

Ohio Swimming, Inc. Board of Directors Meeting

Conference Call – March 11, 2018 8:00 pm

513-275-6543 (no PIN) or via computer: www.uberconference.com/ohioswim

APPROVED MINUTES

1. Call to Order and Roll Call at 8:04 PM

BOD members:		BOD Members:		BOD Members:	
General Chair – David Back	x	Senior Athlete Rep – Kierstyn Cassidy		Safety Coordinator – John Pristash	x
Admin Vice Chair – Anne Lawley	x	Junior Athlete Rep – Katrina Kanzari	x	Sanctioning Chair – Anissa Kanzari	x
Senior Vice Chair - Norman Wright		Ath Rep (C) – Annie McNenny		Disability Swimming Chair – Jim Peterfish	
Age Group Vice Chair – Chad Rehkamp	x	Ath Rep (NW) – Chloe Kaminski		Officials Chair – Pam Birnbrich	x
Secretary – Mark Johnson		Ath Rep (SW-D) – Luke Knopf		Technical Planning Chair – Todd Billhimer	x
Treasurer – Joe Waller	x	Ath Rep (SW-C) – Lucy Callard		Safe Sport Chair – Mike Yeager	x
Coaches Chair – Kris Moellenberg				Diversity/Inclusion – Terry Anchrum	x
Coaches Rep – tbd					
Committee members:					
Chip Carrigan – Open Water	x	Erin Schwab - Office -		Kristi Princell - Finances	
Brent Peaden - Zone		Jr NW - Brady Ireland		Jr Central - Bridget Parker	
Jr Dayton - Peyton Farrell		Jr Cincinnati - Angelika Georgostathis			

2. Approve Agenda **APPROVED** with amendments

3. Consent agenda **APPROVED**

- a. Adoption of February 2018 minutes

4. Board Reports

- a. Athlete Representatives – No Report
- b. General Chair – Attached – Make sure that anything that is said goes through Mike (Safe Sport Chair)
- c. Admin Vice Chair – No Report
- d. Senior Vice Chair – No Report
- e. Age Group Vice Chair – No Report
- f. Treasurer – Attached
- g. Coach Representatives – No Report
- h. Operational Risk Coordinator – No Report
- i. Sanctioning – No Report
- j. Disability Coordinator - No Report
- k. Officials Chair – No Report
- l. Technical Planning Chair – No Report
- m. Safe Sport – Attached
- n. Diversity and Inclusion – No Report

5. Committee Reports

- a. Membership/Registration – No Report
- b. Times/Records – No Report
- c. Open Water – No Report
- d. Outreach Coordinator – No Report
- e. Zone Team Coordinator – No Report
- f. Nominating Committee - Attached

6. Old Business

7. New Business

- a. Zone workshop – David, Mike, and Pam are attending.

8. Announcements

- a. Lucy Callard is the Penn Station athlete of the month.

9. Next BOD Meetings – Sunday April 15 2018 8 pm.

Ohio Swimming, Inc. Board of Directors Meeting

Conference Call – March 11, 2018 8:00 pm

513-275-6543 (no PIN) or via computer: www.uberconference.com/ohioswim

APPROVED MINUTES

10. Adjournment at 8:49 PM



Treasurer's Report Ohio Swimming BOD March 2018 Meeting

To: Ohio Swimming BOD

From: Joseph Waller

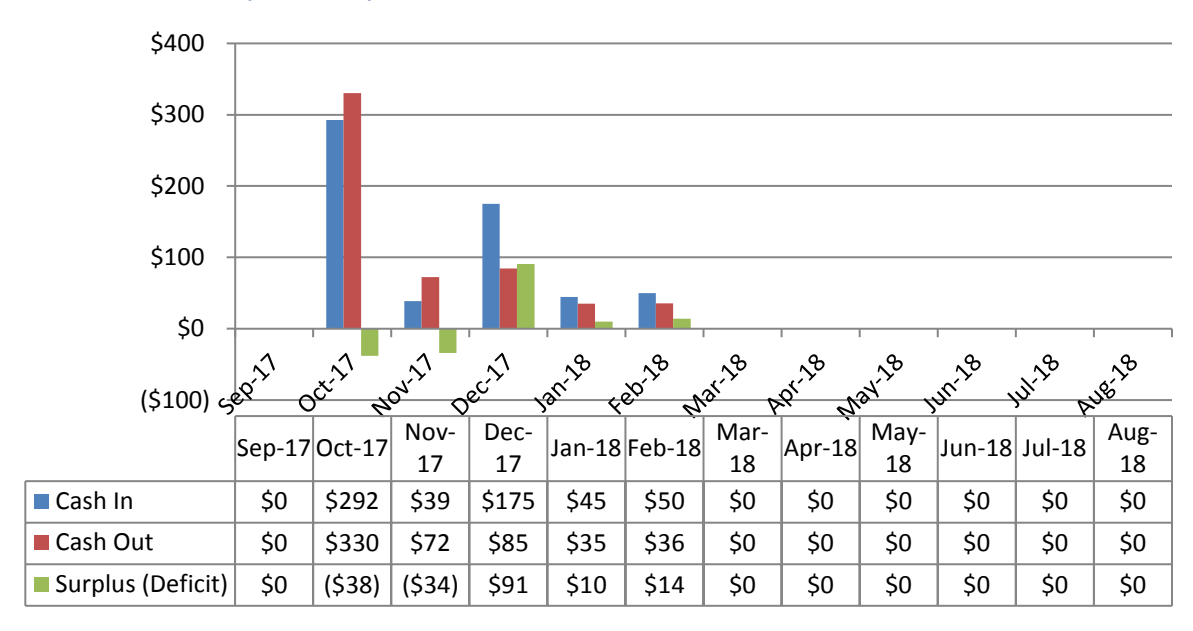
Date: March 8, 2018

Re: OSI Treasurer's Report

1. YTD Financials as of fiscal January (P6)

- a. Inflows = \$601K vs our \$898K budget, or 67% YTD
- b. Outflows = \$558K vs our \$909K budget, or 61% YTD
- c. YTD Net Surplus = \$43K

YTD Cash Inflows (Outflows) in USD \$Thousands



2. P&L Actual versus Budget = **+\$43K YTD Favorable Variance versus -\$11K Budget = \$54K Favorable Variance**

Main Drivers of Surplus (Deficit)			
Membership/Dues NET			\$ (38,055.00)
FY17 Membership/Dues recovered in FY18			\$ 36,000.00
Planned Use of Reserves			\$ (11,515.28)
Credit Card Fees YTD			\$ (1,402.25)
Senior Travel Fund Underspend			\$ 4,831.67
All Other			\$ 64,516.64
Surplus (Deficit) YTD			<u>\$ 54,375.78</u>
Estimated FY17 Membership/Dues to be recovered in FY18			\$ 10,000.00
Adjusted Surplus (Deficit) YTD			<u>\$ 64,375.78</u>



Treasurer's Report Ohio Swimming BOD March 2018 Meeting

3. Other matters

- a. Senior Travel Fund is getting used this year. We have a budget of \$19K for the year, and \$15K has already been paid out to athletes as of February 28, 2018. Of the \$15K used, \$3.6K relates to prior year reimbursements processed after August 31st. Accordingly, depending on the second half of the year, it is possible that we may overspend this category this year. In prior years, there was a pattern of under spending, so this trend may be reversing this year. We will continue to monitor.
- b. Team Unify update: With regard to FY18 Registrations, we have approximately \$40K receivables. The Treasurer and OSI Staff are following up on significant receivables in the > 60 day category.

Respectfully Submitted,

Joseph Waller

OSI Treasurer

Ohio Swimming

Profit & Loss Budget vs. Actual

September 2017 through August 2018

	Sep '17 - Aug 18	Budget	\$ Over Budget	% of Budget
Ordinary Income/Expense				
Income				
Memberships/Dues(USA Swim)				
2017 Income Recieved in 2018	36,000.00			
Athlete	406,444.52	468,600.00	-62,155.48	86.74%
Club Membership Dues	9,265.00	13,000.00	-3,735.00	71.27%
Non Athl	54,037.00	61,415.00	-7,378.00	87.99%
Outreach	365.00	375.00	-10.00	97.33%
Seasonal Swimmers	11,315.00	35,700.00	-24,385.00	31.7%
Total Memberships/Dues(USA Swim)	517,426.52	579,090.00	-61,663.48	89.35%
Other Income				
Approved/Meet Observation Fees	1,300.00	3,300.00	-2,000.00	39.39%
Banquet Income (C1)	0.00	4,500.00	-4,500.00	0.0%
CZ Diversity Select Camp	0.00	40,000.00	-40,000.00	0.0%
Interest Income(Ckg/Saving)				
Dividends	137.19	65.00	72.19	211.06%
Total Interest Income(Ckg/Saving)	137.19	65.00	72.19	211.06%
Misc.	837.00	3,124.00	-2,287.00	26.79%
Official Dues (\$6.00) (C3)	1,332.00	2,000.00	-668.00	66.6%
Officials (T-shirts,Badges) C3	0.00	0.00	0.00	0.0%
Zone Team (C4)	0.00	72,000.00	-72,000.00	0.0%
Total Other Income	3,606.19	124,989.00	-121,382.81	2.89%
Sanctions & Meet Revenue				
Entry Fees	44,127.50	105,000.00	-60,872.50	42.03%
Facility Fund (Reserved Fund)	25,016.62	59,250.00	-34,233.38	42.22%
Sanctions	2,057.50	4,200.00	-2,142.50	48.99%
Senior Circuit Entry Fees (C5)	0.00	5,400.00	-5,400.00	0.0%
Travel Fund (Reserved Fund)	8,561.88	19,750.00	-11,188.12	43.35%
Sanctions & Meet Revenue - Other	68.50			
Total Sanctions & Meet Revenue	79,832.00	193,600.00	-113,768.00	41.24%
Total Income	600,864.71	897,679.00	-296,814.29	66.94%
Expense				
Memberships/Dues Exp.(USA Swim)				
Athlete	359,338.58	382,800.00	-23,461.42	93.87%
Club Membership Dues	3,160.00	4,550.00	-1,390.00	69.45%
Individual Non Ath	44,658.00	50,170.00	-5,512.00	89.01%

Ohio Swimming

Profit & Loss Budget vs. Actual

September 2017 through August 2018

	Sep '17 - Aug 18	Budget	\$ Over Budget	% of Budget
Outreach	589.74	375.00	214.74	157.26%
Seasonal Swimmers	10,350.00	30,600.00	-20,250.00	33.82%
Total Memberships/Dues Exp.(USA Swim)	418,096.32	468,495.00	-50,398.68	89.24%
Operations				
Administrative Review Board	0.00	96.00	-96.00	0.0%
Administrative Vice Chairman	0.00	480.00	-480.00	0.0%
Age Group Chairman	0.00	96.00	-96.00	0.0%
Athlete Representative	487.00	960.00	-473.00	50.73%
Coach Representatives				
Coach Education/Training	310.00	2,880.00	-2,570.00	10.76%
Coach of Yr Clinic, Scholorshp	1,000.00	2,000.00	-1,000.00	50.0%
Coach of Yr Plaques	0.00	200.00	-200.00	0.0%
Total Coach Representatives	1,310.00	5,080.00	-3,770.00	25.79%
Disability Swimming Coodinator	0.00	1,152.00	-1,152.00	0.0%
Donations	0.00	1,440.00	-1,440.00	0.0%
General Chairman(Discretionary)	0.00	9,600.00	-9,600.00	0.0%
LSC Conventions/Clinics/Dues				
Central Zone Dues	0.00	96.00	-96.00	0.0%
D&O Insurance	0.00	500.00	-500.00	0.0%
House of Delegates Meeting	-2,021.60	1,920.00	-3,941.60	-105.29%
Recognition Banquet Exp (C1)	261.35	13,920.00	-13,658.65	1.88%
USAS Convention	21,618.84	19,680.00	1,938.84	109.85%
Workshops	921.13	1,440.00	-518.87	63.97%
Total LSC Conventions/Clinics/Dues	20,779.72	37,556.00	-16,776.28	55.33%
Officials Chair (C3)				
Background Check	266.00	1,021.44	-755.44	26.04%
Background Check Renewals	1,258.00	4,104.00	-2,846.00	30.65%
Officials Chair(Tshirts&Badges)	357.87	599.04	-241.17	59.74%
Officials Travel	4,748.01	15,360.00	-10,611.99	30.91%
Wkshops,Meetings,Recog,Training	1,790.00	2,788.80	-998.80	64.19%
Total Officials Chair (C3)	8,419.88	23,873.28	-15,453.40	35.27%
Open Water				
Camps	0.00	3,360.00	-3,360.00	0.0%
Total Open Water	0.00	3,360.00	-3,360.00	0.0%
Outreach/Diversity				
CZ Diversity Select Camp	0.00	40,000.00	-40,000.00	0.0%

Ohio Swimming

Profit & Loss Budget vs. Actual

September 2017 through August 2018

	Sep '17 - Aug 18	Budget	\$ Over Budget	% of Budget
Diversity	0.00	2,880.00	-2,880.00	0.0%
Diversity/Inclusion Clinic	0.00	480.00	-480.00	0.0%
Outreach-Gear	11,330.64	12,000.00	-669.36	94.42%
Outreach Travel	300.00	2,880.00	-2,580.00	10.42%
Total Outreach/Diversity	11,630.64	58,240.00	-46,609.36	19.97%
Permanent Office				
Bank Charges	82.11			
CC & Electronic Fees	1,402.25	0.00	1,402.25	100.0%
Office Expense	6,000.73	9,500.00	-3,499.27	63.17%
Payroll Expenses	42,744.42	89,745.00	-47,000.58	47.63%
Subcontractor Work	2,400.00			
Worker's Compensation	0.00	310.00	-310.00	0.0%
Total Permanent Office	52,629.51	99,555.00	-46,925.49	52.87%
Safe Sport Coordinator	0.00	2,400.00	-2,400.00	0.0%
Safety Coordinator	0.00	576.00	-576.00	0.0%
Secretary	0.00	100.00	-100.00	0.0%
Senior Vice-Chairman	0.00	96.00	-96.00	0.0%
Treasurer				
Audit	4,995.00	4,995.00	0.00	100.0%
Tax Prep	3,490.00	2,795.00	695.00	124.87%
Taxes	100.00	100.00	0.00	100.0%
Total Treasurer	8,585.00	7,890.00	695.00	108.81%
Total Operations	103,841.75	252,550.28	-148,708.53	41.12%
Swimmer Support				
Awards				
Age Group	10,366.37	15,000.00	-4,633.63	69.11%
Open Water	0.00	397.00	-397.00	0.0%
Seniors	513.94	500.00	13.94	102.79%
Awards - Other				
Total Awards	10,880.31	15,897.00	-5,016.69	68.44%
Championship (Facility Reserved)				
LC Jr. Olympics	0.00	6,517.50	-6,517.50	0.0%
LC Regionals	0.00	14,812.50	-14,812.50	0.0%
LC Seniors	0.00	6,517.50	-6,517.50	0.0%
Open Water Championship	0.00	3,555.00	-3,555.00	0.0%
SC Jr. Olympics	0.00	6,517.50	-6,517.50	0.0%

Ohio Swimming

Profit & Loss Budget vs. Actual

September 2017 through August 2018

	Sep '17 - Aug 18	Budget	\$ Over Budget	% of Budget
SC Regionals	0.00	14,812.50	-14,812.50	0.0%
SC Sr Championships	6,517.50	6,517.50	0.00	100.0%
Championship (Facility Reserved - Other)	0.00	0.00	0.00	0.0%
Total Championship (Facility Reserved)	6,517.50	59,250.00	-52,732.50	11.0%
Meets				
Distance Meets	3,750.00	5,000.00	-1,250.00	75.0%
Senior Circuit Meets (C5)	0.00	9,000.00	-9,000.00	0.0%
Total Meets	3,750.00	14,000.00	-10,250.00	26.79%
Open Water				
Ohio Open Water Cup	0.00	0.00	0.00	0.0%
Total Open Water	0.00	0.00	0.00	0.0%
Senior Travel Fund (Reserved)				
Futures	1,450.00			
Long Course	3,613.33			
Open Water	150.00			
Short Course	9,705.00			
Senior Travel Fund (Reserved) - Other	0.00	19,750.00	-19,750.00	0.0%
Total Senior Travel Fund (Reserved)	14,918.33	19,750.00	-4,831.67	75.54%
Zone Team				
Zone Team-Open Water	0.00	1,152.00	-1,152.00	0.0%
Zone Team Coaches(C4)	0.00	1,100.00	-1,100.00	0.0%
Zone Team Expenses (C4)	0.00	77,000.00	-77,000.00	0.0%
Total Zone Team	0.00	79,252.00	-79,252.00	0.0%
Total Swimmer Support	36,066.14	188,149.00	-152,082.86	19.17%
Total Expense	558,004.21	909,194.28	-351,190.07	61.37%
Net Ordinary Income	42,860.50	-11,515.28	54,375.78	-372.21%
Net Income	42,860.50	-11,515.28	54,375.78	-372.21%

Ohio Swimming Balance Sheet

As of March 7, 2018

Feb 28, 18

ASSETS

Current Assets

Checking/Savings

Edward Jones

Olympic Trail Funds (Reserved) 28,000.00

Edward Jones - Other 293,007.13

Total Edward Jones 321,007.13

Edward Jones Money Market 66,302.97

FMB Checking 13,049.67

Total Checking/Savings 400,359.77

Accounts Receivable

Accounts Receivable -64.00

Total Accounts Receivable -64.00

Total Current Assets 400,295.77

TOTAL ASSETS 400,295.77

LIABILITIES & EQUITY

Liabilities

Current Liabilities

Other Current Liabilities

Payroll Liabilities 362.78

Total Other Current Liabilities 362.78

Total Current Liabilities 362.78

Total Liabilities 362.78

Equity

Opening Bal Equity 220,316.78

Retained Earnings 136,755.71

Net Income 42,860.50

Total Equity 399,932.99

TOTAL LIABILITIES & EQUITY 400,295.77



USA Swimming Safe Sport Updates

Compiled from documents provided by the
U.S. Center for SafeSport and
USA Swimming
Michael Yeager
Chair, Ohio Swimming Safe Sport Committee



About Bill S. 534, the Safe Sport Authorization Act of 2017

By USA Swimming | Tuesday, February 27, 2018

Dear Members,

On February 14, 2018, Senate bill S. 534 – Protecting Young Victims from Sexual Abuse and Safe Sport Authorization Act of 2017 – was signed into law and became effective immediately.

The legislation amends the Victims of Child Abuse Act of 1990 and the Amateur Sports Act of 1978 and, among other things: (i) extends reporting duties; (ii) expands civil remedies; and (iii) designates the United States Center for SafeSport (the “Center”) to serve as the independent national safe sport organization.

Information regarding the legislation is available here: <http://safesport.org/files/details/72>.

Notably, the legislation requires USA Swimming and its adult members to report suspected child abuse, including sexual abuse, to local or federal law enforcement or to a child-welfare agency designated by the Justice Department **within 24 hours**. A failure to report is subject to criminal penalties.

Additionally, and pursuant to Article 306 of USA Swimming’s Rules, all USA Swimming Covered Individuals (as defined by the Center: <http://safesport.org/files/details/27>) must report to the Center conduct that could constitute (a) sexual misconduct, (b) misconduct that is reasonably related to the underlying allegation of sexual misconduct and (c) retaliation related to an allegation of sexual misconduct.

Further information regarding how to report to the Center is available here: <https://safesport.org/report-a-concern>.

Information regarding USA Swimming’s reporting requirements is available here: <https://usaswimming.org/utility/landing-pages/governance-lsc/rules-regulations>.

For more information about USA Swimming’s Safe Sport Program, or if you have any feedback, comments or suggestions, please email us at: safesport@usaswimming.org.



Protecting Young Victims from Sexual Abuse and Safe Sport Authorization Act of 2017

On February 14, 2018, [S. 534](#) was signed into law and became effective immediately.

The bill amends two federal statutes: (1) the Victims of Child Abuse Act of 1990 and (2) the Amateur Sports Act of 1978.

(1) Victims of Child Abuse Act of 1990

(a) Extended reporting duties

The bill amends the Victims of Child Abuse Act of 1990 to extend the duty to report suspected child abuse, including sexual abuse, within 24 hours to certain adults who are authorized to interact with minor or amateur athletes at a facility under the jurisdiction of a national governing body. A “national governing body” means an amateur sports organization that is recognized by the United States Olympic Committee.

An individual who is required, but fails, to report suspected child sexual abuse is subject to criminal penalties.

(b) Civil remedies

Additionally, the bill amends the federal criminal code to revise civil remedy provisions. Among other things, it changes the civil statute of limitation to 10 years from the date the victim discovers the violation or injury (currently, 10 years from the date the cause of action arose). The bill also extends the statute of limitations for a minor victim of a federal sex offense to file a civil action to 10 years (currently, 3 years) from the date such individual reaches age 18.

(2) Amateur Sports Act of 1978

The bill also amends the Amateur Sports Act of 1978.

(a) Designation of United States Center for SafeSport

It designates the United States Center for SafeSport to serve as the independent national safe sport organization, with the responsibility for developing policies and procedures to prevent the emotional, physical, and sexual abuse of amateur athletes. These policies and procedures developed by the Center must include:

- A requirement that (a) all adult members of a national governing body or a facility under the jurisdiction of a national governing body or at any event sanctioned by a national governing body, and (b) all adults authorized by such members to interact with an amateur athlete, immediately

report an allegation of child abuse of an amateur athlete who is a minor to: (i) the Center, and (ii) to law enforcement

- A mechanism that allows a complainant to easily report child abuse
- Reasonable procedures to limit one-on-one interactions between a minor and an adult
- Procedures to prohibit retaliation
- Oversight procedures, including:
- Audits, to ensure the policies and procedures are followed correctly
- Consistent training is offered
- A mechanism for national governing bodies to share reports of suspected child abuse

(b) General requirements for youth-serving amateur athletic organizations

The bill also modifies the obligations of amateur athletic organizations – a not-for-profit corporation, association, or other group organized in the United States that sponsors or arranges an amateur athletic competition.

- Amateur sports organizations seeking a sanction for amateur athletic competitions must implement and abide by the policies and procedures to prevent emotional, physical, and child abuse of amateur athletes.
- Amateur sports organizations, which participate in an interstate or international amateur athletic competition and whose membership includes any adult who is in regular contact with an amateur athlete who is a minor, must:
 - Comply with the reporting requirements of the Victims of Child Abuse Act
 - Establish reasonable procedures to limit one-on-one interactions between an amateur athlete who is a minor and an adult
 - Offer and provide consistent training to adult members who are in contact with amateur athletes who are minors
 - Prohibit retaliation



LEGISLATION COMPARISON

SB 534 Says:

Sec. 101. Required reporting of child and sexual abuse

An NGB's covered individuals are required to report child abuse, including sexual abuse, as soon as possible to the agency designated by the Attorney General.

Sec. 202. Designation of the United States Center for Safe Sport.

The US Center for Safe Sport shall serve as the independent national safe sport organization and be recognized worldwide as the independent national safe sport organization for the United States. It will provide response and resolution services and outreach and education services to the national governing bodies.

Sec. 202. Designation of the United States Center for Safe Sport.

The Center shall develop policies and training to prevent the abuse of athletes.

Sec. 202. Designation of the United States Center for Safe Sport.

The Center shall require that all adult members of an NGB must immediately report any allegation of child abuse of an athlete to the Center and to the relevant law enforcement agency.

Sec. 202. Designation of the United States Center for Safe Sport.

The Center shall create a mechanism that makes reporting to the Center, and NGB, and law enforcement easy and accessible.

Sec. 202. Designation of the United States Center for Safe Sport.

The Center shall create a policy to reasonably limit one-on-one interactions between minor athletes and adults.

USA Swimming currently does:

Since 2010, USA Swimming has had an organizational policy that it reports any first-hand or credible report of child abuse or neglect, including child sexual abuse, to the relevant law enforcement agency.

Also, since 2010, USA Swimming has required all members to promptly report any first-hand or credible knowledge of sexual misconduct by a member to USA Swimming. (306.1)

USA Swimming's required Athlete Protection Training includes information related to member reporting requirements.

In 2017, USA Swimming amended its Rules and Regulations to adhere to the US SafeSport Code and to designate the US Center for Safe Sport as its adjudicatory body for all reports of sexual misconduct. (304.3.17)

USA Swimming's Code of Conduct has prevented physical and sexual abuse since 1998 and emotional abuse since 2012. (304.3.17)

USA Swimming has required Athlete Protection Training, renewed every two years, of all non-athlete members since 2011.

Since 2010, USA Swimming has had an organizational policy that it reports any first-hand or credible report of child abuse or neglect, including child sexual abuse, to the relevant law enforcement agency.

Also, since 2010, USA Swimming has required all members to promptly report any first-hand or credible knowledge of sexual misconduct by a member to USA Swimming. In 2017, USA Swimming update that policy to require reporting of sexual misconduct to the US Center for Safe Sport. (306.1)

Any person who has knowledge of child abuse perpetrated by a member or perpetrated against a member can report to USA Swimming. Reports can be submitted anonymously. Reports can be submitted via post, email, phone, text, online reporting form, in person, or in any other communication format.

USA Swimming staff will assist any reporting party to make a report to the US Center for SafeSport and to law enforcement.

USA Swimming guidelines include a number of practices to limit one-on-one interactions, including:

- open and observable training environments;
- no interaction between the adult and athlete at the home of the adult;
- adults refrain from serving in any other role in the life of the athlete (babysitter, tutor, etc).
- two deep leadership;
- parent observation;

USA Swimming prohibits coaches and athletes from sharing rooming arrangements on any travel trip. (305.6.1)

USA Swimming requires all clubs to have an electronic communication policy to ensure safety in virtual one-on-one interactions between adults and athletes. (305.8)



LEGISLATION COMPARISON

continued

SB 534 Says:		USA Swimming currently does:
 Sec. 101. Required reporting of child and sexual abuse	The Center shall create a policy to prohibit retaliation.	 USA Swimming prohibits retaliation against any individual who has made a report of child abuse (306.2).
 Sec. 202. Designation of the United States Center for Safe Sport.	The Center shall create a procedure by which to audit compliance of national governing bodies.	 In 2014, USA Swimming engaged Victor Vieth, executive director of the Gundersen National Child Protection Training Center, to conduct an independent review of the USA Swimming Safe Sport Program, including policies, training programs, and all past case files.
 Sec. 202. Designation of the United States Center for Safe Sport.	The Center shall develop notification procedures to the NGB of a report of suspected child abuse and a procedure to restrict interaction between the alleged offender and children until case resolution.	 USA Swimming's rules require notification to the local swim club for any allegation that its member has violated the Code of Conduct. (410.3)
 Sec. 203. Additional requirements for granting sanctions for amateur athletic competitions.	The person applying for sanction for an amateur athletic competition must abide by required abuse prevention policies.	 Meet Directors are required to be members of USA Swimming, and are therefore required to comply with USA Swimming's Rule and Regulations, including the US SafeSport Code and Athlete Protection Policies. (202.5.5)
 Sec. 204. General requirements for youth-serving amateur sports organizations	Amateur Sports Organizations must (1) reasonably limit one-on-one interactions between minor athletes and adults; (2) offer abuse prevention to adults; (3) prohibit retaliation.	 Covered above.



OVERVIEW TIMELINE





IN-DEPTH TIMELINE

1980

- USA Swimming opens

1991

- First member permanently banned for misconduct.

1998

- USA Swimming adopts a member Code of Conduct.

2004

- The Child Protection Policy for Staff and National Volunteers established.

2005

- The Child Protection Task Force established.

2007

- Criminal background checks are required for coaches, staff, and select member groups and must be renewed every other year.

2010

- USA Swimming's comprehensive Safe Sport Program, the first in the Olympic movement, launches.
- The Child Welfare League of America partners with USA Swimming to review and make recommendations to expand its athlete protection efforts.
- The Code of Conduct is updated and Safe Sport Best Practices are released.
- Athlete Protection Policies, including rules regarding travel, boundaries, and grooming behaviors, are adopted.
- Reporting Policies, including mandatory reporting and anti-retaliation, are adopted.
- USA Swimming launches its online reporting form, which allows for anonymous and confidential reporting.

- The national Safe Sport Committee is appointed and charged with review of athlete protection policies, guidelines, educational programs, reporting and adjudication procedures. Membership includes athletes, coaches, officials, and outside experts from the fields of law enforcement, abuse prevention, legal, and Olympic Sport.
- USA Swimming hires a Director of Safe Sport, the first position of its kind in the Olympic movement.

2011

- The criminal background check requirement is expanded to include all non-athlete members and also to search the member county of residence and conduct a monthly recurring check.
- Member clubs are required to conduct pre-employment screens on any new employee including: (1) reference checks; (2) education verification; and (3) motor vehicle report.
- Athlete Protection Training is launched and required for all non-athlete members including all coaches, officials, and staff. APT must be renewed every other year.
- The Safe Sport department adds a second full time staff member.

2012

- Free Safe Sport Training for parents is released.
- Member clubs are required to have an electronic communication policy and an anti-bullying policy.
- The Safe Sport program trains over 600 people in in-person workshops or conferences.

2013

- USA Swimming hosts its inaugural Safe Sport Leadership Conference, the first of its kind of the Olympic movement. 18 NGBs and the USOC are among the 175 attendees.
- The Safe Sport Handbook is published and distributed to all 1,800 member clubs.
- Free Safe Sport Training for athletes released.
- Rules are updated to prohibit peer-peer sexual abuse.
- Each of the 59 Local Swimming Committees is required to elect or appoint an LSC Safe Sport Coordinator. Training workshops for Safe Sport Chairs are offered twice annually.
- The Safe Sport program trains over 750 people in in-person workshops or conferences.

2014

- Victor Vieth, executive director of the Gundersen National Child Protection Training Center, releases the Vieth Report following his independent review of the USA Swimming Safe Sport Program, including access to review all past case files.
- USA Swimming's Vieth Report Task Force adopts 38 of 39 recommendations from the Report and produces a four-phased plan for implementation.
- USA Swimming creates and hires its first in-house counsel position.
- The Safe Sport department adds a third full time staff member to lead education and outreach efforts.
- The Safe Sport program trains 1,060 people in 26 in-person workshops or conferences.

2015

- USA Swimming hosts the 2nd Safe Sport Leadership Conference.
- USA Swimming releases the 2015 Vieth Progress Report, with implementation complete on 13 of 38 recommendations.
- A second course is added to the Athlete Protection Training curriculum required for all non-athlete members.
- Free anti-bullying training is released.
- USA Swimming requires all member clubs training at the Olympic Training Center to receive in person Safe Sport training.
- Zone Safe Sport Coordinators are appointed to coordinate communication between the national effort and the Local Swimming Committees.
- The Safe Sport Club Coordinator position is created.
- The Safe Sport Self-Assessment, a free, online tool, allows clubs to gauge current Safe Sport efforts and where the club could be doing more to engage.

- SwimStaffSelect, a custom online tool for clubs to manage hiring and employment practices, is released and made available free for USA Swimming clubs.
- SwimAssist is launched to provide financial support for survivors of harm through swimming to seek counseling or other services to address the trauma suffered.
- The Safe Sport program trains 2,395 people in 43 in-person workshops or conferences.

2016

- USA Swimming hosts the first NGB Safe Sport Roundtable.
- Safe Sport Real Talk debuts at the US Olympic Trials Aquazone fan engagement area and shares Safe Sport with 648 fans over 3 days.
- The Safe Sport Athlete Fellowship launches, engaging athletes from across the country in a year long leadership program focused on promoting Safe Sport at their home clubs and LSCs.
- The Safe Sport program trains 2,970 people in 65 in-person workshops or conferences.
- Safe Sport Mondays are introduced to facilitate regular conversation about Safe Sport between coaches and athletes.

2017

- USA Swimming hosts the 3rd Safe Sport Leadership Conference.
- USA Swimming releases the 2017 Vieth Progress Report, with implementation complete on 18 of 38 recommendations, and implementation in progress on 12 additional items.
- The United States Olympic Committee conducts a Safe Sport audit of all 47 NGBs. USA Swimming meets the Athlete Safety Standards in full with no observations.
- The US Center for Safe Sport launches creating an independent agency for Safe Sport case management and adjudication.
- Online learning platform, USA Swimming LEARN, launches with three new and updated Safe Sport member courses.
- The Safe Sport Activity Book is released as a tool to introduce Safe Sport ideas to swimmers ages 12&Under.
- Set, Direct, Protect is introduced as a program slogan and club engagement strategy.
- The Safe Sport program trains 3,048 people in 62 in-person workshops or conferences.



SURVIVOR SUPPORT

EXPERTISE/BACKGROUND OF STAFF

Vail
MSW,
Sexual Assault
Crisis Center
Youth Swim Coach

Hoendervoogt
Child Protective
Services Caseworker in
the Sexual Abuse
Intervention & Family
Education unit

REPORTING OPTIONS

- Online Reporting Form
- Email
- Post
- Phone Call
- Text Message

*Anonymous
Confidential*

RESOURCES: SUPPORT

- SwimAssist
- Center for Safe Sport/RAINN Hotline

RESOURCES: INFORMATION

- How to Report Brochure
- Complaints Reporting Graphic

CENTER FOR SAFE SPORT

- Independent Agency



Covered Individuals

The U.S. Olympic Committee (USOC) has granted the U.S. Center for SafeSport jurisdiction over:

Any individual who: (a) currently is, or was at the time of a possible violation of the SafeSport Code for the U.S. Olympic and Paralympic movements, within the governance or disciplinary jurisdiction of a national governing body (NGB) or who is seeking to be within the governance or disciplinary jurisdiction of an NGB (e.g., through application for membership), (b) is an Athlete or Non-Athlete Participant that an NGB or the USOC formally authorizes, approves or appoints to a position of authority over Athletes or to have frequent contact with Athletes or (c) an NGB identifies as being within the Center's jurisdiction.

These individuals are referred to as "Covered Individuals." Below are the categories of Covered Individuals for each NGB recognized by the USOC. Please note that categories will vary based on the NGB's organizational structure and legal relationships with constituents. For questions concerning the categories of Covered Individuals, consult with the NGB directly.

Organization	Covered Individuals
USA Archery	• Members • Staff • Non-members who may be serving on the board of directors or committees • Independent contractors • Volunteers
USA Badminton	• Members • Athletes • Club owners, directors, administrators, coaches • Tournament directors • Referees, umpires and line judges • Coaches and team managers • Staff, board members and interns
USA Baseball	• Full-time staff • Board members • Coordinators • National Team field staff and support staff (trainers, physicians/doctors, media/public relations personnel) • National Team Trials athletes • Various program task force who assist in events • Host families * For avoidance of doubt, while USA Baseball's member organizations are not subject to the jurisdiction of the U.S. Center for SafeSport, USA Baseball strongly encourages its member organizations to adopt and implement programs and policies modeled after SafeSport.

U.S. Squash	• Staff • Athletes • National coaches • Regional coaches • National officials • Registered officials • National trainers
USA Swimming	• Coaches • Officials • Athletes • Meet directors • Team chaperones • USA Swimming Board members and national committee members • Individuals with any ownership interest in a member club • Individuals with password access to the USA Swimming SWIMS member database • Members of the USA Swimming House of Delegates • USA Swimming headquarters staff • Employees and volunteers of USA Swimming, Zones, LSCs and member clubs who interact directly and frequently with athletes as a regular part of their duties
U.S. Synchronized Swimming	• Staff • Board members • Support staff and consultants • National Team coaches (head coaches and assistants), volunteers, consultants and chaperones • National talent/national elite camp coaches (head coaches and assistants), volunteers, consultants and chaperones • National Team, international relations and LTAD committees (18 years of age and older) • Club teams – all volunteer, employed and contracted coaches; support staff to include dance, acrobatics, flexibility, swimming, etc., at any training facility; and chaperones • All judges (levels 1 through FINA A) • All approved club options/private invitations staff, including coaches, managers and adults traveling with the team
USA Table Tennis	• Committee members • Tournament directors, event organizers, referees, umpires and officials • Club owners and coaches working in USATT affiliated clubs • Board members • Headquarters staff • Anyone who has access to minors within USATT sanctioned competition or club activity



PERSONNEL STRUCTURE

BOARD OF DIRECTORS

Regular updates on Safe Sport programming and cases at quarterly board meetings

ZONE SAFE SPORT COORDINATORS

Est. 2015; 4 total, one each Zone, responsible for coordinating communication between the Safe Sport committee and their 15 LSC Safe Sport Coordinators

CLUB SAFE SPORT COORDINATORS

Est. 2015; Five year goal to have a Safe Sport Club Coordinator at each of 2,871 member clubs.

STAFF

General Counsel & VP of Business Affairs
(Executive Team)
Director of Safe Sport
(Executive Leadership Team)
Manager, Safe Sport Education
Manager, Safe Sport Program
Administrative Assistant
Office Manager
background check program manager (part time)

Staff dedication to Safe Sport Program is three full time, and three part time.

SAFE SPORT COMMITTEE

Est. 2010; reports to the Board Chair; Twelve volunteers (3 athletes, 3 coaches, 5 at large, one subject matter expert) + three staff.

LSC SAFE SPORT COORDINATORS

Est. 2013; 59 total, one each region, responsible for promoting Safe Sport within LSC and recruiting and training Club Safe Sport Chairs

SAFE SPORT ATHLETE FELLOWS

Est. 2016; 4 each year, 12 total; apply to participate in a leadership program with the goal of planning and executing a project to promote Safe Sport in their home LSC or club

STAFF

BOARD OF DIRECTORS

SAFE SPORT COMMITTEE

ZONE SAFE SPORT COORDINATORS

LSC SAFE SPORT COORDINATORS

CLUB SAFE SPORT COORDINATORS

SAFE SPORT ATHLETE FELLOWS



General Chair Report



In recent months the sport of swimming has fallen under attack from the media and most recently from the athletes in a recent article in SwimSwam. As a governing body we must stand together and act cohesively to make sound decisions that impact our athletes and their families. More than ever OSI needs to be cognitive of our voice and actions while serving the constituents of our LSC. This is a time we need to support and educate our clubs, athletes, parents, coaches and volunteers on the virtues of having sound policies and procedures in place to protect all involved in our sport of swimming.

We will no doubt be asked questions as to how we are handling sensitive issues pertaining to Safe Sport within our LSC. Please direct any questions to Mike Yeager to answer. This will ensure the communication is consistent and accurate.

On the same note, when asked a question outside your specific area of responsibility in the LSC, please remember to direct the question/concern to the person serving in that genre of our organization to answer.

In the Spring, we have many positions on the board to fill. If you know anyone that wants to become involved in Ohio Swimming please inform someone on the Nomination Committee of their interest.

Last, we are in the Championship season and I would like to thank the Sanctioning Chair, Senior Committee, Age Group Committee, Officials and Technical Chair for providing the LSC with quality meets for our athletes to compete in. The hard work is evident and greatly appreciated.

Respectfully submitted,

David C. Back
OSI General Chairman



Nomination Committee Chair Report Ohio Swimming BOD March 2018



To: Ohio Swimming Board of Directors
From: Michael Yeager
Date: March 11, 2018
Re: Nomination Committee Report to the BOD

Nomination Committee

Athlete Representative – Abby Hendershot
Northwest Commission – John Bohm
Dayton Commission – Paul Sampson
Cincinnati Commission – Mark Koors
Central Commission – Michael Yeager, Chair

Nomination Meeting

A meeting was held on January 22, 2018, all members were present. A vote was held to select the chair of the committee – Paul nominated Michael, John seconded – Michael asked if there was any other candidates to which there was no other candidates. A Vote was held and it was 4-0 for Michael with Michael abstaining. Michael also let the committee know that he was running for one of the positions and asked that Mark run the discussions for that position as an appearance of improper behavior can be prevented by working in that way – Mark agreed. Next meeting will be held in the first week of April to review candidates and finalize the slate for publication.

Notifications

First email was sent on 02/13/2018, with a second email going out on 03/09/2018. One final email will go out on or around one week before the deadline with is 04/01/2018

Candidates

The committee has at least one candidate for each position for the BOD positions – the committee is working on receiving more nominations for those positions. ARB and Nomination Committee still has spots to fill and the committee is actively working on filling them.

Slate of Candidates

Board of Directors

Administrative Vice Chair (2-year Term)
Secretary (2-year Term)
Operational Risk Coordinator (2-year Term)

Administrative Review Board

Non-athlete Member (2-year Term) - 3 positions
Athlete Member (2-year Term) - 2 positions

Nomination Committee

Athlete Representative
Non-Athlete Representative from each OSI commission

Respectfully Submitted,

Michael J. Yeager

Michael Yeager
Nomination Committee Chair