



United States Bobsled and Skeleton Federation

National Governing Body for the sports of Bobsled and Skeleton

USBSF Board of Directors
Meeting Minutes
June 4, 2010
Colorado Springs, CO

In attendance:

Board: John Rosen, John Donovan, Ted Offit, Doug Bagley, BJ Hybl, Anucha Browne Sanders, Curt Tomasevich, Valerie Fleming

Staff: Darrin Steele, Adelle Smith

Call to order at 1:12 pm MST.

Management Report – Darrin Steele

- BoDyn Update
 - USBSF plans to continue working with BoDyn but needs to manage USBSF/BoDyn/ORDA relationship and establish hierarchy for sport
 - Current issues - need sleds for development but don't want to use Bodyns for new drivers, need to protect current assets but next generation of pilots needs good sleds, if Bodyn can't build development sleds, USBSF will look to another builder
 - USBSF wants to meet with BoDyn this month
- Protostar Update
 - Contract for next 4 years in place
 - Program had significant advancement in short time
 - USBSF will control sleds and own intellectual property
- Financial Report
 - Cash flow to remain positive thru end of fiscal year, net income is better than originally projected last July
 - General discussion on next year's budget including sponsorship and grants, formal budget to be ready by July 1, BOD conference call will be set up for end of June to discuss budget
- FIBT Update
 - Election year, have not made final decisions regarding USBSF votes

Ethics Committee Report – Bill Privett (via teleconference)

- Committee held several conference calls with various athletes (men, women, different races), asked same questions in same order by same committee member, asked for specific examples of violations including dates, times, names and requested supporting documentation
- Reviewed all 6 issues raised by board and did not find any evidence of ethics violations
- Found lack of diversity (gender & race) in staff/coaching/athletes, inadequate promotion of diversity, though no evidence of race or gender being used in negative way in selection criteria and no examples of equal opportunity not being provided in regards to race
- No evidence of sexual harassment



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Member, U.S. Olympic Committee



- Committee recommendations
 - Documented hiring process should be implemented – include submission deadlines, post links on website, make effort to hire minorities, could also establish development program for coaching and make athletes aware of open positions
 - Improve communication – regarding stipends for athletes, BoDyn Project, degree of pilot influence over push athlete selection (pilots should be encouraged to be fair and honest in their communications with push athletes)
 - Selection process should be clearly communicated to athletes – once set should be strictly followed, all Selection Committee members should have knowledge of sport, minority athletes should not be bypassed, athletes should know how to make team, hold meetings throughout season to inform athletes of how to improve chances
 - CEO can run selection meeting but shouldn't vote on selection
 - Processes should be implemented to make sure males and females are treated equally – gender equity training for coaches
 - Bylaws should include language to the effect that the Selection Committee, Ethics Committee and Judicial Committee meetings are closed, discussions in these meetings are confidential
- Committee did not look at other winter sports to see how USBSF compared in regards to diversity

Board Summary of Ethics Committee Review

- Committee could not provide evidence of ethics violation but a perception exists of non-uniform treatment of athletes
- Board expressed concern with aspects of the report related to alleged violations of laws and policies regarding the equal protection / equal opportunities for all athletes. Bill Privett advised the Board that the Committee found no evidence of violations of equal opportunities for athletes. Nevertheless, the Ethics Committee report indicated that athletes were denied equal opportunity.
- Bill indicated that the Committee wanted to issue a strong statement on the need to provide equal protection to athletes going forward and the Committee therefore thought that the report should state the athletes were not provided equal protection in the past. However, the Committee found no evidence to support finding unequal treatment of athletes.
- The Board concluded that the Ethics Committee report was erroneous with regard to violations of equal opportunity. The Board scheduled a follow up call with Bill Privett to request correction of the report. The final report should indicate that there was no evidence of a violation of equal opportunity for all athletes.
- The Board and all members of staff will insist on equal protection of athletes and staff members and equal opportunities for all athletes, coaches and staff members.
- Concerns about report include lack of specific details and wording of review
 - Board to ask for clarification of finding – submit clarifying questions to committee, how did they make legal decision without evidence?
- Review of Committee recommendations
 - Currently utilizing standardized and documented hiring process, do keep notes but can document better
 - Will provide better communication in the future regarding stipends, AAC will work with CEO on recommendations for improvement





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- Need to explain financial process/relationship with BoDyn to athletes
- Explained selection criteria to athletes but not weighting of criteria elements, will provide more information regarding pilot influence

Meeting suspended until June 5 following Annual Meeting. Adjourned at 4:56 pm MST.



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