

BACKGROUND SCREENING POLICY OF USA VOLLEYBALL AND ITS REGIONAL VOLLEYBALL ASSOCIATIONS

Last revised August 2018

POLICY:

It is the policy of USA Volleyball (USAV) and its Regional Volleyball Associations (RVAs) that background checks are required, for those individuals USAV/RVAs formally authorizes, approves, or appoints (a) to a position of authority over, or (b) to have frequent contact with athletes, where the NGB/RVA has control over the appointment process.

As to individuals newly taking such a role, the background screen will be completed before contact with athletes begins and in any event within 60 days of the new role.

The requirement for background checks extends to any non-athlete individual that USAV authorizes to train, stay, or work at an Olympic Training Center.

In addition to the participants listed above, this policy also applies to any club/entity intending to hire or use registered individuals in any sanctioned volleyball events and/or activities (some examples of events or activities that can be sanctioned with regional approval are: tournaments, practices, clinics, tryouts, and fundraisers) will accept and abide by this background screening policy. The following individuals, 18 years of age or older, are examples of those that will be screened: Club directors, club administrators, team reps, coaches, chaperones, medical personnel, applicable ICs, and trainers who intend to register, affiliate and/or participate with a USAV/RVA volleyball club or team. Any Tournament Director/Site Director/On-site Tournament Administrator/Manager and official, medical personnel, applicable IC 18 or older who intends to work a sanctioned event will also be screened with the exception of a junior player. Each RVA may also choose to require other members of their organization to submit to and pass a background screen in order to affiliate with their organization. Additionally, the club/entity will enforce the penalties resulting from a negative background screening report. Failure to do so is grounds for automatic suspension of membership privileges to participate in USAV/RVA sanctioned junior events and/or activities. All disqualified individuals have the right to dispute the findings of the background screening directly with the RVA's approved Background Screen Vendor as well as the right to request a hearing to appeal the disqualification based on USAV's hearing procedures which can be found at www.teamusa.org/usa-volleyball/about-us/governance. All non-USA citizens will require an international criminal background screening when applying for any position stated above. This screening may require additional fees as determined by the RVA.

The RVAs and/or USAV will not register, or allow to be registered, any individual who refuses to consent to a background screen if he/she intends to affiliate and/or participate with a club/team, in the RVA or any other regional or national level programming. Junior members are any members under the age of 18. A background screen will not be required for those individuals who will be classified only as junior players or those individuals not registered, affiliated and/or participating with a junior volleyball club or team in a RVA (other than those categories listed above). For those regions that allow individuals under 18 to be an assistant coach, any individual who is not yet 18 years old and who is in a non-player role affiliated with a junior club must be background screened immediately upon reaching 18 years of age. A 30-day grace period shall apply from the date of the 18th birthday in order to allow time for the background screening to be processed. During the 30-day grace period, the same restrictions apply to the individual and should be enforced as are in place for junior coaches regarding supervision by a qualified adult. It is the responsibility of the individual, club and region to identify the individuals in this situation and to meet the background screening requirement. Upon the conclusion of the 30-day grace period, the individual may not participate in a non-player role affiliated with a junior club unless the background screening requirement is met.

All screens will be good for two membership seasons (maximum of 26 months) **unless required more frequently by state law**. Anyone that fails a background screen (subject to the right to request a hearing) cannot reapply for another screen until the following season.

USAV and the RVAs retain the right to require additional background screens at any time.



PROCESS:

Every individual required to submit Background Screening must complete, sign and date the Consent and Waiver Release Form. The Background Screen Consent and Waiver Release form will be submitted and the applicant cleared before the applicant may participate in RVA/USAV sanctioned events and/or activities.

Upon receipt of the above described documents, the USAV/RVA will request that the USAV/RVA approved Background Screen Vendor perform the background screen. All information received as a result of a background check will be strictly confidential. Notice of clearance or disqualification for all applicants will be provided to:

1. The designated contact of the RVA that submitted the application.
2. USA Volleyball National Office

A notice of disqualification will be sent by email by the USAV/RVA approved Background Screen Vendor to the RVA office. The RVA will provide the approved Background Screen Vendor a contact e-mail for the Club Director or highest staff member for the hiring entity. The approved Background Screen vendor will then contact the Club/entity to provide notice of the disqualification and request additional contact information for the disqualified individual.

The complete profile will be sent by the USAV/RVA approved Background Screen Vendor directly to a disqualified individual using the agreed upon method of delivery, along with a copy of the "Summary of Your Rights under the Fair Credit Reporting Act" (FCRA), and a notification that the individual is prohibited from participating in USAV/RVA sanctioned junior events and/or activities.

Individuals disqualified are excluded from participation in any USAV/RVA sanctioned events and/or activities.

EFFECTIVE SEPTEMBER 1, 2018 DISQUALIFIERS FOR PARTICIPATION IN SANCTIONED EVENTS AND/OR ACTIVITIES:

Anyone found guilty, entering a plea of guilty, or a plea of nolo contendere (no contest) regardless of adjudication or received court directed programs and/or other sentencing directives in lieu of a finding of guilt, for the following criminal offenses; All Sex offenses, Murder, and Homicide regardless of time limit; Felony Violence and Felony Drug offenses in the past 10 years; any misdemeanor violence offenses in the past 7 years; any multiple misdemeanor drug and alcohol offenses within the past 7 years; or any other crimes (not listed) against children in the past 7 years (the time frames associated with the categories of crime listed above are calculated based on the date of the offense).

Individuals found to have pending court cases for any of the disqualifying offenses will be disqualified (subject to the right to a hearing). If the disposition of the pending case does not meet the criteria for disqualification as listed above, the individual would then be cleared and reinstated.

Falsification of information on any membership application or the consent/release form is grounds for membership revocation or restriction of membership.

Individuals that are disqualified must wait one season before reapplying for affiliation and/or participation with a junior club or team.

ENFORCEMENT:

The hiring entity is responsible for ensuring adherence to this policy, and ensuring that those individuals who are disqualified do not participate in USAV/RVA sanctioned events and/or activities.

PENALTY:

Failure of a club/entity to request background screening or enforce disqualification is cause for the RVA or USAV to impose penalties. The minimum penalty shall be suspension of all members of the offending club/entity until background screening and enforcement requirements are met. Additional measures may include financial penalties and/or extended suspensions against disqualified individuals and/or the club/entity.