

USA Volleyball (“USAV”) and its Regions (RVA)

Background Check Policy

FAQs

Frequently Asked Questions



The following are answers to important questions that you may have!
Please take the time to carefully examine these questions.

1. **Why** does USAV and RVA have a Background Check program?

The U.S. Olympic & Paralympic Movement, USAV and RVA are committed to the safety of athletes and participants involved in volleyball. As part of a well-rounded security program, background checks are required in order to:

1. Foster a safe environment;
2. Create a safe living, training, and competition environment for athletes and other individuals;
3. Protect persons at risk, including but not limited to minors and vulnerable adults.

2. **Who** is required to complete a Background Check?

We require a Background Check to be issued for any of the following:

1. USAV/RVA employees and individuals that USAV/RVA formally authorizes, approves or appoints to (a) serve in a position of authority over or (b) have regular contact with athletes.
2. Personal Care Assistants that are funded, have a contractual obligation with, or are credentialed by USAV or RVA.
3. All athletes, alternates, training partners, and guides 18 years of age or older that selected by USAV to participate in domestic or international teams or Delegation Events.
4. All athletes, alternates, U.S. training partners, guides 18 years of age or older that are selected by USAV or RVA to train at any Olympic & Paralympic Training Center, USOPC High Performance Training Center, or USAV Training Site.
5. Individuals affiliated with the media who are authorized or credentialed by USAV or RVA and may have unsupervised one-on-one interactions with athletes.
6. Third-party vendors/contractors that are (a) in a position of authority over or (b) in a regular contact with athletes.

3. Does the policy cover **adult recreational athletes**?

No, this policy is not intended to cover adult recreational participants.

4. Does the policy **cover international athletes** and **international training partners**?

International Programs using an Olympic & Paralympic Training Center for less than 14 days are exempt from background checks.

5. *Who* will be performing the Background Check?

USAV and RVA will use the National Center for Safety Initiatives (NCSI) as their background check vendor.

6. What *information* will I be asked to provide?

1. Social security number (required for verification purposes; the background check will not be submitted or completed without this information)
2. Legal first and last name, as it appears on a government issued ID (state issued Driver's License, State issued ID, or Passport)
3. Date of birth
4. Address history (including city, state, zip code, county, and years of residency)
5. Gender
6. Contact Information (e-mail address and phone number)

7. With the current concerns about privacy and identity theft, why do we use *social security numbers*?

Background checks based on name, date of birth, address history, and social security number are standard throughout the background screening industry. These are the key identifiers used to search national and county criminal databases.

NCSI must follow federal regulation to manage and protect this information.

8. When does my Background Check *expire*?

Full background checks will be conducted on all applicable individuals at least every two years. Supplemental background checks will be conducted in the years between full background checks.

9. What *searches* does the Background Check include?

The Background Check includes:

1. Social Security Number validation;
2. Name and address history records
3. Three independent Multi-Jurisdictional Criminal Database searches covering 50 states plus DC, Guam, and Puerto Rico;

6. Federal District Courts search for each name used and district where the individual currently lives or has lived during the past seven years, going back the length of time records are available and reportable;
7. County Criminal Records for each name used and county where the individual currently lives or has lived during the past seven years, going back the length of time records are available and reportable for each county searched;
8. Sex Offender Registry database search of all available states, plus DC, Guam, and Puerto Rico;
9. Multiple National Watch Lists;
10. SafeSport Disciplinary Records;
11. Comprehensive International Records search for individuals who have lived outside of the United States for six consecutive months in any one country, during the past seven years;
12. Motor Vehicle Records of at least a 3-year history in the state of licensure; (if driving is required for position);
13. Professional License/Certification Verification for certain medical roles;
14. And at a minimum a partial background check after 12 months that includes: Multi-Jurisdictional Criminal Database; Sex Offender Registry Database; and SafeSport Disciplinary Records

10. Which *offenses* does the Background Check look for?

1. Any felony;
2. Any misdemeanor involving:
3. All sexual crimes, criminal offenses of a sexual nature to include but not limited to; rape, child molestation, sexual battery, lewd conduct, possession and distribution of child pornography, possession and distribution of obscene material, prostitution, indecent exposure, public indecency, and any sex offender registrant;
4. Any drug related offenses;
5. Harm to a minor or vulnerable person, including, but not limited to, offenses such as child abandonment, child endangerment/neglect/abuse, contributing to the delinquency of a minor, and DUI with a minor;
6. Violence against a person (including crimes involving firearms and domestic violence);
7. Stalking, harassment, blackmail, violation of a protection order, and/or threats;
8. Destruction of property, including arson, vandalism, and criminal mischief; and
9. Animal abuse, cruelty, or neglect.
10. Misdemeanor violence offenses in the past 7 years;
11. Multiple misdemeanor drug and/or alcohol related offenses within the past 7 years.

Driving Privileges:

1. No valid driver's license (expired or lack of license);
2. Suspended or revoked driver's license;
3. More than two moving violations and/or accidents in the prior two years;
4. A conviction for a major moving violation within the prior two years, including, but not limited to: DUI/DWI, possession of an open container, any drug-related motor vehicle incident, leaving the scene of an accident, assault (in any form) by use of a motor vehicle, and reckless driving (willful or wanton disregard for safety of persons or property in any form);
5. Pending traffic offenses; and
6. An individual being under 21 years of age.

11. Which offenses *disqualify* me for membership or participation with USAV/RVA?

USAV and RVA consider automatic disqualifying events to include: all sex offenses; Murder and Homicide; 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/or alcohol offenses in the past 7 years; any other crimes against children in the past 7 years.

The only time the USOPC will determine eligibility of an individual is for affiliation with the USOPC, access to an Olympic & Paralympic Training Center, or to participate in a Delegation Event.

12. If my background check returns information that disqualifies me for membership or participation with USAV/RVA, do I have the opportunity to appeal that decision?

All disqualified individuals have the right to request an appeal of their disqualification by following the appeal process. The appeal process can be found in USAV/RVA background check policy online.

13. Can USAV/RVA have stricter policies than the USOPC?

The USOPC Background Check Policy provides minimum requirements. USAV/RVA may create stricter standards and are welcome to do so within their polices, as long as they meet the USOPC's minimum requirements.

14. What is the definition of “regular” in the Background Check policy?

This language comes directly from the federal law. However, the federal law does not provide a definition of “regular.”

15. What is the definition of *USAV Training Site*?

The term “USAV Training Site” refers to any facility/location that is owned, managed, or operated by USAV and used by USAV or its athletes for competitions and/or training, recovery or coaching purposes. USAV has no Training Sites as defined by the USOPC.

16. What if *I still have questions* after reading the USAV/RVA Policy and these FAQs?

Please contact Background.Checks@usoc.org or membership@usav.org