



BACKGROUND SCREENING POLICY OF USA VOLLEYBALL AND ITS REGIONAL VOLLEYBALL ASSOCIATIONS

Last revised May 2017

POLICY:

It is the policy of USA Volleyball (USAV) and its Regional Volleyball Associations (RVAs) that any club/entity intending to hire or use registered individuals in any sanctioned junior 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, will be screened: Club directors, club administrators, team reps, coaches, chaperones, and trainers who intend to register, affiliate and/or participate with a USAV/RVA junior volleyball club or team. Any Junior Tournament Director/Site Director/On-site Tournament Administrator/Manager and official 18 or older who intends to work a junior 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. 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 junior club/team, in the RVA or any other regional or national junior 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 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. Electronic signatures are only accepted on the USAV Online Registration System. The Background Screen Consent and Waiver Release form will be submitted and the applicant cleared before the applicant may participate in RVA/USAV sanctioned junior 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 automatic 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 automatic 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 an automatically 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.

All disqualified individuals have the right to review and dispute the accuracy of the background screening findings directly with the USAV/RVA approved Background Screen Vendor. A disqualified individual **MAY NOT** appeal an automatic disqualification or the results of the findings of the background screen vendor to the RVA and/or USAV. USAV and each RVA is required by the policy to accept the findings of the approved background screen vendor.

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

EFFECTIVE SEPTEMBER 1, 2013, AUTOMATIC DISQUALIFIERS FOR PARTICIPATION IN SANCTIONED JUNIOR 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. 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 automatically 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 junior 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.



What is the danger of utilizing a “low cost” database background check to screen volunteers?

2016 case study by: Randy Rodebaugh, President - SSCI

The Compelling Difference

USA Volleyball (USAV) selected and implemented their current background screening program in 2005 after an extensive and committed analysis of industry practices with the ultimate goal of protecting all participants. The desire to safeguard vulnerable populations is the catalyst for the thorough, due diligent background screening process still utilized today.

While many other youth oriented organizations choose cost as the primary factor for conducting background screenings, USAV has always strived to apply the highest level of standards through the most comprehensive and cost effective background screening program available.

As a result of volunteer driven organizations seeking low cost solutions, many background screening companies began offering **database only** criminal searches while marketing that they consist of criminal records from all 50 states in the U.S. This advertising may be true, but what they do not reveal is that the data is only partial information from a particular state, may be outdated, or does not contain the crimes that are of utmost concern. Even if they share the database sources, the fact is, no database should replace the county court house search where the applicant has resided. The county court house will be the origin of a criminal case and will have the most up-to-date information available.

A comprehensive background screening program will always include the county court house search and/or statewide search where available. The national database is a vital supplemental tool; however, it should not be used as a standalone search for the background screening.

The Study

USAV members are located throughout the United States and consequently all 50 states are represented in this analysis for the 2015 – 2016 season. In order to determine the direct impact of running a “database only” background check, SSCI analyzed each and every **disqualified** applicant to determine if the disqualifying crime would have been captured using the “database only” approach, without any county court house and/or statewide search. As a note, the following services are included on every applicant screened through the USAV program:

- social security verification
- address search
- county court house and/or statewide search
- national database and sex offender registry search

Alarming Findings

Of the **56** individuals disqualified throughout the 2015 – 2016 screening period, 23 individuals or **41%** of the disqualified applicants would have slipped through the cracks using a **database search only**.

*Below are just a few of the crimes that were missed using **only** the national database search:*

- *Sexual assault of a child by person who works or volunteers with children Sexual Battery with a student*
- *Willful cruelty to a child*
- *First degree sexual assault*
- *Cause child to be endangered*
- *Attempted enticement of a child less than 15 years of age*
- *Knowingly receive child pornography*



The 41% that would have been missed are based on the policy that disqualifies a coach who has been found guilty of **sex offenses, violence, felony drugs, multiple drug and alcohol offenses, or crimes against children***. As an important note, various aforementioned cases are currently pending at the court house level. Pending cases will not appear on a national database which is another reason court house investigations are imperative.

***Please refer to the USAV Background Screening Policy for specific disqualification criteria**

Conclusion

The risk of utilizing a national database as the only source of criminal record checks is extremely high as the organization is missing just below **50%** of serious criminal records. This leaves an organization and more importantly, **the child**, at **great risk!** The possibility that an adult with heinous criminal records, such as those mentioned above, could be in a position of authority and have direct involvement with a child is completely unacceptable.

In order to meet standards that have been well established and court tested, an organization must ensure that their background screening program includes due diligent court house searches as part of each applicant screening.





Background Check vs. Database Only Background Check

Reputable companies, following industry standards, will add the national database as the supplemental tool and not as a standalone search in the screening program.

Task	USAV/NCVA SSCI	AAU / JVA	SSCI Program Details
Hands on identity verification	✓	✗	SSCI investigators follow up when discrepancies are found in the data provided by the client.
Hands on Address Trace to determine depth of investigation	✓	✗	Our investigators use address trace data to select jurisdictions where in person investigations are performed.
Local Search			
County : Hands on County Criminal Records Search	✓	✗	In person county courthouse investigations are conducted for misdemeanor and felony cases based on address trace.
Statewide : In Depth Statewide search using official State Repository	✓	✗	Hands on statewide investigations conducted in lieu of county courthouse investigations for the following states: <div style="display: flex; justify-content: space-around; margin-top: 5px;"> Colorado Maryland DC </div> <div style="display: flex; justify-content: space-around; margin-top: 5px;"> New Mexico Georgia Wisconsin </div> <div style="display: flex; justify-content: space-around; margin-top: 5px;"> Hawaii </div>
National Search			
National Criminal Database Search	Over 800 million records	Average 200-400 million records	SSCI provides a national DB search as a supplemental tool to the investigation. SSCI will never rely on a standalone national DB search.
National Sex Offender Search	✓	✓	SSCI performs a national search as a supplemental tool although the majority of offenders are consistently found during our local level investigations.
Re-Verification of Criminal Records	✓	✓	SSCI rechecks all national and sex offender criminal records per FCRA compliance.
Results Report	Customized notification process to organization and applicant.	✗	SSCI provides customized notification process. Final report follows FCRA regulations.
Live Customer Service	✓	Switchboard or Voicemail	SSCI provides a dedicated account representative to every client. Our customers will always get a live person when calling our offices.
Turn Around Time	2-3 Days (Including in-person investigations)	Instant	SSCI is committed to expediency throughout the screening process.



“We are hands on because we care!”

Northern California Volleyball Assoc.
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