

# **REGIONAL VOLLEYBALL ASSOCIATION of USA VOLLEYBALL BACKGROUND SCREENING POLICY**

**Last revised May 27, 2010**

## **POLICY:**

It is the policy of the 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 junior volleyball club or team in a RVA. Any 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 (such as Tournament Directors) 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 RVA/USAV 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.

The RVAs of 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 or team in the RVA. 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. 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 18<sup>th</sup> 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). Anyone that fails a background screen cannot reapply for another screen until the following season. The RVAs retain the right to require additional background screens at any time with the exception of reissuing an application that was previously disqualified due to falsification.

## **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 RVA will request that the RVA's 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 certified mail by the RVA's approved Background Screen Vendor to the hiring or using club/entity.

The complete profile will be sent by certified mail by the RVA's approved Background Screen Vendor directly to an automatically disqualified individual, 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 RVA/USAV 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. A disqualified individual may not appeal the automatic disqualification or the results of the findings of the background screen vendor to the RVA. 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 RVA/USAV sanctioned junior events and/or activities.

**EFFECTIVE SEPTEMBER 1, 2010, 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 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 year; or any other crimes (not listed) against children in the past 7 years.

Individuals found to have pending court cases for any of the disqualifying offenses will be disqualified. If the court case results in a "non-conviction" 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 RVA/USAV sanctioned junior events and/or activities.

**PENALTY:**

Failure of a club/entity to request background screening or enforce disqualification is cause for the RVA 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.