

**REGIONAL VOLLEYBALL ASSOCIATION of USA VOLLEYBALL BACKGROUND
SCREENING POLICY
Last revised May 21, 2008**

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. Each RVA may also choose to require other members (such as Officials or 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.

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.

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 NOVEMBER 1, 2008, AUTOMATIC DISQUALIFIERS FOR PARTICIPATION IN SANCTIONED JUNIOR EVENTS AND/OR ACTIVITIES:

Criminal convictions based on being found guilty, pled guilty, or pled nolo contendere for 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 against children.

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 denial 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:

It is the responsibility of the club/entity hiring or using those individuals who are disqualified to make sure the individual does 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.

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Consent and Waiver Release Form

All Fields are required. Missing information will delay the processing of this form.

| |
|---|
| Please check all that apply: <input type="checkbox"/> Coach <input type="checkbox"/> Team Representative <input type="checkbox"/> Chaperone <input type="checkbox"/> Official <input type="checkbox"/> Club Director/Administrator <input type="checkbox"/> Other (please specify) _____ |
|---|

Applicant's Name (printed) _____ Date of Birth _____
First Middle Initial Last

Club Name _____ SSN _____ E-mail _____
Do not leave blank, if no SSN, write "No SSN"

Applicant's Present Address _____ Home Phone _____

City _____ State _____ Zip _____ Work Phone _____

1. Have you been convicted (past 10 years) of a felony? Yes No
(Certain convictions may not be an absolute bar to participation.)

Explain _____

2. Are you currently out on bail or your recognizance, pending trial for any felony offense? Yes No

Explain _____

BACKGROUND SCREEN RELEASE:

I hereby release and hold harmless USA Volleyball, the Regional Volleyball Associations, their employees and agents, from any liability resulting from a background screen, including the specifics listed below.

I, _____ (*Applicant*), authorize and give consent for the above named organization to obtain information regarding myself. This includes the following: Social Security Number Verification, Criminal background records/information, Driver's license check, and Addresses.

I the undersigned, authorize this information to be obtained either in writing, electronic transmission or via telephone in connection with my employment and/or volunteer application. Any person, firm or organization providing information or records in accordance with this authorization is released from any and all claims of liability for compliance. Such information will be held in confidence in accordance with the organization's guidelines.

Further, I understand that it is the policy of this organization that any member who participates with junior members in any capacity, including supervisory personnel, club directors, team representatives, coaches, chaperones and trainers shall submit to a background screen immediately upon application for registration and every second season thereafter as long as that individual is a registered member.

Print Name _____ Date _____

Signature _____

DISQUALIFIERS:

I understand that disqualification from all junior events and/or activities will result if I have been found guilty, pled guilty; or pled nolo contendere for criminal convictions for ALL Sex offenses, Murder, and Homicide regardless of time limit; Felony Violence and Felony Drug offenses in the past 10 years; any misdemeanor violence offences in the past 7 years; any multiple misdemeanor drug and alcohol offenses within the past 7 years; or any other crimes against children.

Any criminal conviction, finding of guilt, guilty plea or plea of nolo contendere for an offense listed above that occurs after the initial background screen has been completed will require the applicant to resubmit for a Background Screen clearance before further participating in junior events and/or activities.

Falsification of any information on any registration application or this form is grounds for membership revocation or denial of membership.

A conviction or falsification of information that results in revocation or denial of my registration forfeits all fees paid with my registration application.

Print Name _____ Date _____

Signature _____