

**REGIONAL VOLLEYBALL ASSOCIATION of USA VOLLEYBALL
BACKGROUND SCREENING POLICY
Last revised May 26, 2005**

POLICY:

It is the policy of the Regional Volleyball Associations (RVAs) that any entity intending to hire or use registered individuals in any sanctioned junior volleyball events and/or activities will accept and abide by this background screening policy. The following individuals 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. Additionally, the 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 SSCI.

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 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. 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 to Background Screening must complete, sign and date the Consent and Waiver Release Form. These forms 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 Southeastern Security Consultants, Inc. (SSCI) 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 via e-mail 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 the screening service to the hiring or using entity.

The complete profile will be provided 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 event and/or activities.

All disqualified individuals have the right to dispute the findings of the background screening directly with SSCI.

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

AUTOMATIC DISQUALIFIERS FOR PARTICIPATION IN SANCTIONED JUNIOR EVENTS AND/OR ACTIVITIES:

Convictions based on being found guilty, pled guilty or pled nolo contendere for sexual abuse, molestation, physical abuse, aggravated assault or assault of a minor, murder, manslaughter, kidnapping, and corruption of the morals of a minor.

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 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 an entity to request background screening or enforce disqualification is cause for suspension of all members of the offending entity until background screening and enforcement requirements are met.