



SCREENING and BACKGROUND CHECK PROGRAM

Background Information

USA Wrestling has mandatory background screening as an extension of USA Wrestling's Safe Sport Policy for the purpose of determining eligibility for USA Wrestling member coaches, officials and state association national or regional team volunteer members, and anyone who is authorized to be in a position of authority over or has regular contact with athletes. Background screening has been implemented by USA Wrestling to promote a safe and supportive environment in which youth athletes can pursue their athletic goals. Please note that the screening is not intended to serve as a pre-employment background screening program, nor can screening guarantee that incidents of abuse will not occur.

Purposes of a Screening Policy

- Protect USA Wrestling participants from known offenders so that such known offenders do not have access to USA Wrestling members.
- Deter offenders that have not been caught from joining USA Wrestling programs because the program has a known background screen policy and Safe Sport Program targeted against abuse.
- Help create an environment where parents and athletes can feel safe engaging in the sport of wrestling.

Program Guidelines

Approved background screenings are valid for two (2) membership seasons (current season plus the next membership season). Background screenings must be approved before one is able to become a member of USA Wrestling in the following categories: Wrestling Leader (coach/official), Media, Medical, Sponsor/Vendor and/or Event Volunteer. USA Wrestling reserves the right to require additional background screenings at any time.

The background screening performed on the members is based on the members' name, date of birth, address history and social security number.

The program is designed to:

1. Protect the confidentiality of information and the privacy of USA Wrestling members.
2. Review members and prospective members screening on the criteria established by USA Wrestling.
3. Provide those prospective members who have been screened with an opportunity to challenge incorrect information found in the screening process before a result is forwarded to USA Wrestling.
4. Allow individuals in the case of a declined screening, based on USA Wrestling screening



criteria and any action in those instances where the screening results produce disqualifiers to membership, to have these results provided to USA Wrestling.

The cost for the background screen required by USA Wrestling is presently \$30. This fee will be paid by the that he/she/they goes online to initiate a background screen. All transactions will be completed through one of the more popular credit card security providers.

Screening Requirements

USA Wrestling shall require background screening of:

- A. USA Wrestling staff, officials, coaches, board members, coordinators, local affiliated administrator/directors, trainers, independent contractors, volunteers, medical personnel, and other individuals authorized or nominated by USA Wrestling to work with athletes or other sport participants while at a USA Wrestling competition event to which the USA Wrestling sends athletes.
- B. Assistants, or personal care assistants who are funded, have a contractual obligation with, or are credentialed by a USA Wrestling, or otherwise have regular contact with Responsible Sport Organization athletes.
(Example: Personal Care Assistants that are credentialed by USA Wrestling on the field of play at competitions or have access to a USA Wrestling high performance training center.)
- C. All athletes and alternates, training partners, and guides 18 years of age or older who are selected by USA Wrestling to participate in national or international team, or Delegation Events. Individuals referenced in this subsection shall have 45 days after reaching the age of majority (18 years of age), to come into compliance with this background check policy.
- D. All athletes and alternates, training partners, and guides 18 years of age or older that are selected by USA Wrestling to train at any Olympic & Paralympic Training Center, USOPC High Performance Training Center, or USA Wrestling Training Site.
- E. Other individuals who have regular contact with athletes as determined by USA Wrestling, in its discretion.

- Please note: USA Wrestling does not require background screenings of individuals under 18 years of age.

Timing of Screens

- A. Full background checks will be completed prior to the commencement of a new role or competition for all applicable individuals.
- B. At a minimum, full background checks will be conducted on all applicable individuals every two (2) years using at least the background check search criteria referenced below.
- C. A supplemental, partial, background check will be conducted in the off-years using at least the background check search components



Background Screening Criteria

In accordance with the requirements set forth by the USOPC Responsible Sport Organization Background Screening Policy

Any USA Wrestling background check that results in a report of a disposition or resolution of a criminal proceeding, other than an adjudication of not guilty, for any of the below criminal offenses will be subject to USA Wrestling's policies and procedures to determine the individual's level of access and involvement in USA Wrestling, if any:

A. Any felony (for purposes of this policy the term "felony" shall refer to any criminal offense punishable by imprisonment for more than one year).

B. Any misdemeanor involving:

1. 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;
2. Any drug related offenses;
3. Harm to a minor and 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;
4. Violence against a person (including crimes involving firearms and domestic violence);
5. Stalking, harassment, blackmail, violation of a protection order and/or threats;
6. Destruction of property, including arson, vandalism, and criminal mischief; and
7. Animal abuse or neglect.

Appeal Process

If an applicant fails to meet the criteria set forth by USA Wrestling for approval, the applicant is able to request an appeal of the decision of disqualification to USA Wrestling's Background Check Review Panel. This panel is comprised of volunteers from around the country and has no USA Wrestling employees on it and shall not know the identity of the individual who has requested the appeal. The decision rendered by the Background Check Review Panel on any appeal shall be final without further appeal.

Information on how one can appeal a failed background screening will be provided to the applicant by USA Wrestling's background screening vendor.