



## SCREENING and BACKGROUND CHECK PROGRAM

### **Background Information**

In 2007, the USA Wrestling Board of Directors approved a resolution endorsing a requirement for mandatory background screening on all USA Wrestling member coaches, officials, and the volunteers of state association national and regional teams. Presently, USA Wrestling has a Safe Sport Policy in place, and mandatory background screening in an extension of that policy. USA Wrestling is requiring the implementation of a background screening program 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 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. These background checks are also designed to provide an environment where parents of children can feel good about allowing their child to participate in wrestling activities. 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 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 applicant to a third party vendor as determined by the Board (the Provider) at the time that he/she 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 individuals as follows:

- All members of the USA Wrestling Board of Directors, and each member of a USA Wrestling council or committee shall be screened upon their election or appointment to the position and then re-screened every two (2) membership seasons.
- All USA Wrestling employees shall be screened as a condition of their employment and then re-screened every two (2) membership seasons.
- All members 18 years of age and above in the following membership categories: Wrestling Leader (coach/official), Media, Medical, Sponsor/Vendor and/or Event Volunteer.
- Anyone that will have direct access to minor participants shall be screened as a condition of being selected for such position or shall have been screened within the current or previous membership season.
- All member program events sanctioned under USA Wrestling shall ensure that all coaches, clinicians, officials, and anyone authorized to be in a position of authority over athletes have completed and passed this background screening prior to interactions with athletes.
- *Please note: USA Wrestling does not require background screenings of individuals under 18 years of age.*

## Background Screening Criteria

A reportable record or disclosure that contains a disposition or resolution of a criminal proceeding, other than an adjudication of not guilty,[1] or the existence of pending charges, for any of the below criminal offenses will be flagged as a Red Light Review, meaning it does not meet the initial screening criteria and the individual will be subject to the USOPC's policies and procedures to determine the individual's level of access and involvement with regard to athlete interactions, USOPC facilities and Delegation Events (as defined below):

1. Any felony;
2. Any misdemeanor involving:
  - a. 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;
3. Any drug related offenses;
4. Harm to a minor or 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;
5. Violence against a person, force, or threat of force (including crimes involving deadly weapons and domestic violence);
6. Stalking, harassment, blackmail, violation of a protection order, and/or threats;
7. Destruction of property, including arson, vandalism, and criminal mischief; and
8. Animal abuse, cruelty, 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.

The appeal process is completed within the USA Wrestling membership system.