

UNITED STATES OLYMPIC & PARALYMPIC COMMITTEE POLICY



Policy Name: NGB Background Check Policy

Date of Issuance: 9/30/2025

Policy Owner: SVP, Chief of Security and Athlete Services

Applies to: National Governing Bodies

Purpose:

The U.S. Olympic & Paralympic Movement is committed to the safety of athletes and participants involved in sport. The USOPC requires National Governing Bodies, (hereinafter "NGBs") to conduct background checks in order to (a) foster a safe environment at the Olympic, Paralympic, Pan American, and Parapan American Games (collectively the "Delegation Events"), the Youth Olympic, World Beach, and Youth Parapan American Games, and other international sporting events as designated by the USOPC (collectively the "NOC/NPC Events"), as well as Olympic & Paralympic Training Centers and Training Sites; (b) create a safe living, training, and competition environment for athletes and other individuals associated with NGBs; and (c) protect persons at risk, including, but not limited to, minors and vulnerable adults.

All provisions of this policy are mandatory in substance and must be followed as applicable by each NGB. This policy sets forth the minimum standards and outlines basic requirements for NGBs to incorporate into their respective background check policies. NGBs may adopt background check standards that are more demanding than this policy. While some provisions of this policy must be incorporated without substantive change by each NGB in its own background check policy, other provisions of the policy establish mandatory principles that allow flexibility in the formulation of definitions by each NGB.

NOTE: Due to reporting and other limitations, information from a background check should not be relied upon as the sole basis for selection, but rather, as an important indicator in the overall selection process.

Policy Statement:

I. Application

This policy applies to NGBs, which must ensure that their respective background policies cover, at a minimum, the following groups and individuals that are 18 years of age or older¹:

- A. NGB employees and individuals the NGB formally authorizes, approves or appoints to (a) serve in a position of authority over or (b) have regular contact with athletes.² This shall include, but is not limited to, NGB staff, officials, coaches, board members, NGB coordinators, local affiliated administrator/directors, trainers, independent

¹ Individuals shall have 45 days after reaching the age of majority (18 years of age) to come into compliance with this background check policy.

² Non-U.S. Citizen athletes, coaches, and personnel staying less than 14 days will be exempt from process if other safeguards to minimize risk can be put in place.

UNITED STATES OLYMPIC & PARALYMPIC COMMITTEE POLICY

- contractors, volunteers,³ medical personnel, and other individuals authorized or nominated by the NGB to work with athletes or other sport participants while at a NGB Training Site⁴ or competition event to which the NGB sends athletes.
- B. Assistants, or personal care assistants who are funded, have a contractual obligation with, or are credentialed by a NGB, or otherwise have regular contact with NGB athletes. (Example: Personal Care Assistants that are credentialed by a NGB on the field of play at competitions or have access to an NGB high performance training center.)
 - C. All athletes and alternates, training partners, and guides 18 years of age or older who are selected by an NGB to participate in national or international team, or Delegation Events.
 - D. All athletes and alternates, training partners,⁵ and guides 18 years of age or older that are selected by a NGB to train at any Olympic & Paralympic Training Center, USOPC High Performance Training Center, or NGB Training Site.
 - a. Individuals in this category must have a valid background check during the entirety of their program or camp at the Olympic & Paralympic Training Centers. Program and camp rosters submitted to OPTC Operations must include the expiration dates of background checks for individuals who are subject to this requirement.
 - E. Other individuals who have regular contact with athletes as determined by the NGB, in its discretion.

II. Background Check Search Components

- A. **Full Background Checks.** All full background check screens will include at least the following search components:
 - 1. Social Security Number validation;⁶
 - 2. Name and address history records;
 - 3. Multi-Jurisdictional Criminal Database searches covering 50 states plus DC, Guam, and Puerto Rico;
 - 4. Federal District Courts search for each name used and district where the individual currently lives or has lived during the past seven years, going back the length of time records are available and reportable;
 - 5. County Criminal Records for each name used and county where the individual currently lives or has lived during the past seven years, going back the length of time records are available and reportable for each county searched;

³ This policy may not apply to volunteers and others who only have incidental and observable contact with athletes at events.

⁴ The term "NGB Training Site" refers to any facility/location that is own, managed, or operated by the NGB and used by the NGB or its athletes for competitions and/or training, recovery or coaching purposes.

⁵ Non-U.S. Citizen training partners utilizing or residing at OPTC facilities for less than 14 days will be exempt from process.

⁶ Or suitable alternative identification verification process as determined by the background check vendor.

UNITED STATES OLYMPIC & PARALYMPIC COMMITTEE POLICY

6. National Sex Offender Registry database search of all available states, plus DC, Guam, and Puerto Rico;
7. Multiple National Watch Lists;
8. SafeSport Disciplinary Records;
9. NCSI Homeland Security Search or an internationals records search equivalent for individuals who have lived outside of the United States for six consecutive months within the past seven years. Individuals who are on a current U.S. visa to enter the United States are exempt from this requirement.⁷
10. Motor Vehicle Records of at least a 3-year history in the state of licensure; (if driving is required for position);

B. Supplemental Background Checks. All supplemental off-year background check screens will be conducted using at least the following search components:

1. Multi-Jurisdictional criminal database covering 50 states plus DC, Guam, and Puerto Rico
2. Sex Offender Registry database searches of all available states, plus DC, Guam, and Puerto Rico; and
3. SafeSport Disciplinary Records.

III. Timeframe

- 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 years using at least the background check search components referenced in Section II.A.
- C. For individuals on a two-year background check, a supplemental, partial, background check will be conducted in the off-years using at least the background check search components referenced in Section III.B of the Background Check Procedures.

⁷ International record checks vary from country to country. The background check vendor will provide comparable search components depending on the laws of that specific country. U.S. military service and diplomatic members who lived abroad for more than six consecutive months in the past seven years may be exempt from the Homeland Security Search or equivalent if they resided on a U.S. government compound. Canadian citizens who have a Level 1, 2 or 3 Criminal Record Check conducted within a year of their participation may use this in place of an international background check.

UNITED STATES OLYMPIC & PARALYMPIC COMMITTEE POLICY

IV. NGB Training Sites

Each NGB Training Site shall require criminal background checks in compliance with the background search components in Section II.A, for those individuals it formally authorizes, approves or appoints (a) to serve in a position of authority over athletes, or (b) to have regular contact with athletes.

V. Media

Individuals affiliated with the media, who are authorized or credentialed by the NGB to access a Training Site or attend a competition run by the NGB; are not required to undergo a criminal background check unless they have unsupervised one-on-one interactions with athletes.

VI. Third-Party Vendors/Contractors

Contracts with third-party vendors/contractors that are (a) in a position of authority over or (b) in regular contact with athletes must include the background check requirements set forth in this policy. The contracts shall also specify that certification must be provided by the vendor/contractor upon request by the NGB, to establish that the mandated background checks were conducted.

VII. State Specific Requirements

This policy is intended to provide guidance on background check requirements and does not override or replace any applicable federal, state, or local laws. All NGBs must ensure compliance with any background check requirements mandated by the jurisdictions in which they operate.

VIII. Partner Programs

When partnering with community organizations for events, the NGB shall ensure that the partnership agreement includes language regarding background check requirements. The agreements shall also specify that certification must be provided by the community organization upon request by the NGB, to establish that the mandated background checks were conducted.

When an NGB partners with a local or state government entity (i.e. a Department of Parks and Recreation), the partner's background check may be accepted to fulfill the background check requirement. The NGB shall ensure that the partnership agreement with the local or state government entity reflects this exemption.

IX. Background Check Report Review

- A. **NGB-Initiated Background Checks:** Any NGB-initiated background check that results in a report of a disposition or resolution of a criminal proceeding, other

UNITED STATES OLYMPIC & PARALYMPIC COMMITTEE POLICY

than an adjudication of not guilty,⁸ for any of the below criminal offenses will be subject to the NGB's policies and procedures to determine the individual's level of access and involvement:

1. Any felony⁹.
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;¹⁰
 - b. Any drug related offenses;
 - c. 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;¹¹
 - d. Violence against a person (including crimes involving firearms and domestic violence);
 - e. Stalking, harassment, blackmail, violation of a protection order and/or threats;
 - f. Destruction of property, including arson, vandalism, and criminal mischief; and
 - g. Animal abuse or neglect.

B. Secondary Review of NGB Determinations: NGBs must comply with the USOPC Background Check Policy and Procedures, and any determination reached by the USOPC in accordance with them.

⁸ A "disposition or resolution of a criminal proceeding, other than an adjudication of not guilty" shall include, but is not limited to: an adjudication of guilt or admission to a criminal violation, a plea to the charge or a lesser included offense, a plea of no contest, any plea analogous to an *Alford* or *Kennedy* plea, the disposition of the proceeding through a diversionary program, deferred adjudication, deferred prosecution, disposition of supervision, conditional dismissal, juvenile delinquency adjudication, or similar arrangement, or the existence of an ongoing criminal investigation, a warrant for arrest, or any pending charges.

⁹ For purposes of these procedures, the term "felony" shall refer to any criminal offense punishable by imprisonment for more than one year.

¹⁰ Any participant that has been convicted of, received an imposition of a deferred sentence for, or any plea of guilty or no contest for any sexual crime, criminal offense of a sexual nature, and/or is a sex offender registrant must be reported to the U.S. Center for SafeSport.

¹¹ Any covered individual that has been convicted of, received an imposition of a deferred sentence for, or any plea of guilty or no contest for any crime against a minor must be reported to the U.S. Center for SafeSport.

UNITED STATES OLYMPIC & PARALYMPIC COMMITTEE POLICY

Authorized Background Check Organization

- A. NGBs are encouraged but not required to use the National Center for Safety Initiatives (NCSI) as the background check vendor. NCSI is a full-service screening organization that works in accordance with the *Recommended Guidelines*® established by the National Council of Youth Sports ("NCYS").
- B. In order to seek an exemption from using the services of NCSI, an email including the following information should be submitted to Background.Checks@usopc.org to enable the USOPC to review the search components of the NGB's preferred background screening vendor and review the NGB's background check policy:
1. Name of Vendor;
 2. Background Check Search Components;
 3. Copy of NGB's Background Check Policy; and
 4. Point of contact at NGB.

X. Revision History

Publication Type	Policy Approver	Enabling Action	Publication Date	Next Scheduled Review	Revision Summary
Initial Publication	Board of Directors	Board Vote; September 16, 2019	September 16, 2019	N/A	N/A – initial publication
Policy Revision	Board of Directors	Board Vote; March 13-14, 2024	Projected March 14, 2024	2025	Revised to include: - Updated nomenclature
Procedure update: OPTC rosters	SVP, Chief of Security and Athlete Services	Board Vote: September 25, 2025	Projected September 30, 2025	N/A	All rosters submitted to USOPC Operations for camps and programs at Olympic & Paralympic Training Centers must include background check expiration dates for individuals subject to the background check requirement.
Procedure Update: State-specific requirements	SVP, Chief of Security and Athlete Services	Board Vote: September 25, 2025	Projected September 30, 2025	N/A	All NGBs must ensure compliance with any background check requirements mandated by the jurisdictions in which they operate.
Procedure Update: Local and State Government Entity Partners	SVP, Chief of Security and Athlete Services	Board Vote: September 25, 2025	Projected September 30, 2025	N/A	When an NGB partners with a local or state government entity (i.e. a Department of Parks and Recreation), the partner's background check may be accepted to fulfill the

UNITED STATES OLYMPIC & PARALYMPIC COMMITTEE POLICY

					background check requirement.
Procedure update: Homeland Security search is an accepted international records check	SVP, Chief of Security and Athlete Services	Board Vote: September 25, 2025	Projected September 30, 2025	N/A	Homeland Security Search conducted by NCSI is an accepted form of international records search for individuals who have lived outside of the United States for six consecutive months and do not have a current visa to enter the United States.
Procedure update: Individuals with visa to enter the United States	SVP, Chief of Security and Athlete Services	Board Vote: September 25, 2025	Projected September 30, 2025	N/A	Individuals on a current visa to enter the United States are exempt from the international background check requirement.
Procedure update: Canadian background checks	SVP, Chief of Security and Athlete Services	Board Vote: September 25, 2025	Projected September 30, 2025	N/A	Canadian citizens who have a Level 1, 2 or 3 Criminal Record Check conducted within a year of their participation may use this in place of an international background check.
Procedure update: U.S. military service and diplomatic members	SVP, Chief of Security and Athlete Services	Board Vote: September 25, 2025	Projected September 30, 2025	N/A	U.S. military service and diplomatic members who lived abroad for more than six consecutive months in the past seven years may be exempt from the Homeland Security Search or equivalent if they resided on a U.S. government compound.
Procedure update: offenses reportable to U.S. Center for SafeSport	SVP, Chief of Security and Athlete Services	Board Vote: September 25, 2025	Projected September 30, 2025	N/A	Listed the offenses that must be reported to the U.S. Center for SafeSport in accordance with the USOPC Athlete Safety Policy.