

# UNITED STATES OLYMPIC & PARALYMPIC COMMITTEE POLICY



**POLICY NAME:** USOPC Background Check Policy

**DATE OF ISSUANCE:** 3/14/2024

**POLICY OWNER:** SVP, Chief of Security and Athlete Services

**APPLIES TO:** BOD, USOPC Staff, and Others (as below)

## **Purpose:**

The U.S. Olympic & Paralympic Movement is committed to the safety of athletes and participants involved in sport. The USOPC requires background checks in order to (a) foster a safe environment at the Olympic, Paralympic, Pan American, and Parapan American Games (collectively the "Delegation Events") and at 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 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.

This policy sets forth the standards the USOPC has incorporated into its background check policy and outlines the guidelines for the use of background checks for Delegation and/or NOC/NPC Events, at Olympic & Paralympic Training Centers, and for interactions with the media, third-party contractors and partner programs.

*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 the following<sup>1</sup>:

- A. All USOPC employees, coaches, independent contractors, staff, volunteers, board members, committee and task force members, individuals placed with the USOPC as part of an academic program (including, but not limited to, interns, externs, fellows and clinical students) and other individuals authorized or credentialed by the USOPC to work with athletes or other sport participants, including, but not limited to, Personal Care Assistants (PCAs), while at an Olympic & Paralympic Training Center, Delegation, and/or NOC/NPC Event to which the USOPC sends athletes.

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<sup>1</sup> Individuals referenced in this section have 45 days after reaching the age of majority (18 years of age), to come into compliance with this background check policy.

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- B. All individuals that Olympic & Paralympic Training Centers formally authorize, approve or appoint to (a) serve in a position of authority over or (b) have regular contact with athletes<sup>2</sup>. This shall include, but is not limited to, Olympic & Paralympic Training Center staff, officials, coaches, board members, coordinators, trainers, independent contractors, volunteers, and medical personnel.<sup>3</sup>
- C. All athletes and alternates, training partners, and guides 18 years of age or older who are selected to participate in the Delegation and/or NOC/NPC Events.
- D. All athletes and alternates, training partners,<sup>4</sup> and guides 18 years of age or older that are selected by an NGB to train at any Olympic & Paralympic Training Center<sup>5</sup>, or USOPC High Performance Training Center.
- E. Members of the U.S. Games Delegation who have regular contact with athletes shall include, but is not limited to, coaches, Games Staff (including medical personnel), executives, service providers, guides and volunteers.
- F. Individuals authorized by the USOPC who have regular contact with athletes at USOPC games operational sites. (*Examples: independent contractors – food service, custodial, security, team processing staff and non-accredited performance staff with village guest pass.*)
- G. All Sport Medicine Providers also have to comply with the [USOPC Sports Medicine Provider Credentialing Policy](#).
- H. Other individuals who have regular contact with athletes as determined by the USOPC, at its sole discretion.

## II. Timeframe

- A. For new employees/contractors, full background checks will be completed prior to the first day of work.
- 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 III.A of the Background Check Procedures.
- C. 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.

## III. U.S. Olympic & Paralympic Training Sites

Each U.S. Olympic & Paralympic Training Site shall require criminal background checks in compliance with the background search components in Section III.A of the

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<sup>2</sup> For the purposes of this policy, things to consider when determining regular contact are: direct access to athletes, frequency of contact, and public vs non-public spaces.

<sup>3</sup> All international athletes, coaches, and other personnel staying less than 14 days will be exempt from process.

<sup>4</sup> International training partners are exempt from process.

<sup>5</sup> Riders participating in the Velodrome Community Ride program are exempt from process.

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Background Check Procedures 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. Upon request by the USOPC, the Training Sites must provide certifications to establish that the mandated background checks were conducted in accordance with the USOPC Background Check Procedures and this policy.

## IV. Media

Individuals affiliated with the media, who are authorized or credentialed by the USOPC to access a Training Center, Training Site, or attend a Delegation and/or NOC/NPC Event, are required to undergo a criminal background check if they have unsupervised one-on-one interactions with athletes.

## V. 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 USOPC, to establish that the mandated background checks were conducted in accordance with the USOPC Background Check Procedures and this policy.

## V. Partner Programs

When partnering with community organizations for events, the USOPC 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 USOPC, to establish that the mandated background checks were conducted in accordance with the USOPC Background Check Procedures and this policy.

## VI. Background Check Report Review

- A. Primary Review of USOPC-Initiated Background Checks:** The Background Check Procedures list the criminal offenses (Section IV.B) and driving-related information (Section V.A.) that will result in the flagging of an individual's background check report. All flagged reports shall be reviewed by the USOPC and are subject to the USOPC's Dispute Resolution Hearing Procedures to determine if and to what degree the individual will be: (a) affiliated with the USOPC, (b) granted access to an Olympic & Paralympic Training Center, (c) permitted to participate in a Delegation and/or NOC/NPC Event, or (d) granted driving privileges in accordance with the Background Check Policy and Procedures.
- B. Secondary Review of NGB Determinations:** Section VII.C of the Background Check Procedures lists the criminal offenses that may trigger a secondary review by the USOPC. A secondary review is only required when a decision by an NGB would allow an individual not otherwise covered by this policy

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to reside, train or compete at an Olympic & Paralympic Training Center<sup>6</sup>, or participate in a Delegation and/or NOC/NPC Event, despite being flagged by the background check screen for one of the crimes referenced in Section VII.C of the Background Check Procedures. In such an event, the flagged background check report and resulting NGB decision will be forwarded to the USOPC for review and be subject to the USOPC's Dispute Resolution Hearing Procedures to determine if and to what degree the individual will be: (a) affiliated with the USOPC, (b) granted access to an Olympic Training Center, or (c) permitted to participate in a Delegation and/or NOC/NPC Event.

## VII. Revision History

Publication Type	Policy Approver	Enabling Action	Publication Date	Next Scheduled Review	Revision Summary
Initial Publication	Board of Directors	Board Vote; December 13, 2019	December 13, 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 - Added language specifying that individuals employed by the USOPC must obtain a background check prior to first day of work.

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<sup>6</sup> The USOPC, at its discretion, may require that any individual who requests access, or has been provided access, to an Olympic & Paralympic Training Center undergo a background check in accordance with this policy. Riders participating in the Velodrome Community Ride program are exempt from this process.