



# Background Check Policy 2024/2025

Background Checks are conducted via third party through the National Center for Safety Initiatives (NCSI). NCSI is officially endorsed by the United States Olympic & Paralympic Committee. USA Roller Sports will recognize background checks completed only through the NCSI system.

In addition, if an individual is involved with another NGB Sport, and they have completed a background check previously, this check will be accepted by USA Roller Sports as long as the check is current, conducted by NCSI, and validated directly from the NGB's Membership Department to USA Roller Sports.

The following individuals within USA Roller Sports are required to complete Criminal Background Checks:

- Athletes 18 years of age or older if;
  1. A current member of USARS Team USA competing in International or National Team or Delegation Events (including alternates, training partners, and guides)
  2. All athletes and alternates, training partners, and guides 18 years of age or older who are selected to train at any Olympic & Paralympic Training Center, USOPC High Performance Training Center, or Responsible Sport Organization Training Site
- Coaches
- Officials (Meet Directors, Stewards, Tabulators, Judges, or other Support Staff)
- Board of Director Members
- Members of any National or Regional committee or sub-committee
- Regional Representatives
- Club Officers
- Employees or Independent Contractors
- Advisors

- **Medical Personnel**
- Other individuals who have regular contact with athletes as determined by USA Roller Sports, in its discretion.
- USARS reserves the right to require vendors, vendor representatives and associates of any type to establish participant membership status prior to approval of affiliation. **If membership is established, the background check requirements will apply to the member vendors, vendor representatives and associates.**
- Individuals affiliated with the media who are authorized or credentialed by the USARS to access a USARS program or event of any kind/type that may have unsupervised one-on-one interactions with participant members.
- **Other individuals authorized or nominated by the Responsible Sport Organization (RSO) to work with athletes or other sport participants while at a RSO Training Site or competition event to which the RSO sends athletes.**
- **Assistants, or personal care assistants who are funded, have a contractual obligation with, or are credentialed by a RSO, or otherwise have regular contact with RSO athletes.**
- **If applicable, agreements with community organizations include background check requirements.**

**All background checks must be completed prior to commencement of a new role or competition for all applicable individuals.**

**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 the Areas of Screening Criteria (below).**

**A supplemental, partial, background check will be conducted at the one-year mark.**

If a participant member, who falls in one of the categories listed above fails to properly complete their background check with USA Roller Sports, then that individual is subject to sanctions listed within the enforcement section of this guide.

**Red Light/Green Light Status**

Upon completion of the background check process, the individual being checked will fall into either the category of Green Lighted and able participate or they will fall into the category of Red Lighted.

If Red Lighted, it does not necessarily mean that the participant is completely ineligible to participate.

The individual will move to a review process conducted by the Compliance Committee of USA Roller Sports. At the end of the review process, the individual may have their ability to participate approved or the decision will maintain the Red Light and allow zero participation.

This process is automatically initiated by the USA Roller Sports staff and is presented with the individual's name redacted from the presentation made to the Compliance Committee to assure bias does not occur during a review. The process may take up to 30 days and the individual is not permitted to participate until the review occurs, with approval.

**Areas of Screening Criteria Include:**

Any felony; and

Any misdemeanor involving: 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;

Any drug related offenses;

Harm to a minor, 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;

Violence against a person (including crimes involving firearms and domestic violence);

Stalking, harassment, blackmail, violation of a protection order, and/or threats;

Destruction of property, including arson, vandalism, and criminal mischief; and

Animal abuse, cruelty, or neglect.

**Areas reviewed regarding Driving Privileges:**

No valid driver's license (expired or lack of license);

Suspended or revoked driver's license;

More than two moving violations and/or accidents in the prior two years;

A conviction for a major moving violation within the prior two years, including, but not limited to: DUI/DWI, possession of an open container, any drug-related motor vehicle incident, leaving the scene of an accident, assault (in any form) by use of a motor vehicle, and reckless driving (willful or wanton disregard for safety of persons or property in any form);

Pending traffic offenses; and

An individual being under 21 years of age.

### **What offenses result in an automatic USARS Review if Red Lighted?**

- **Any felony;**
- Violence against a person within the previous ten (10) years;
- Violent crimes involving weapons (including armed robbery and aggravated assault with a weapon); and
- **Stalking, harassment, blackmail, violation of a protection order, and/or threats;**
- **Destruction of property, including arson, vandalism, and criminal mischief; and;**
- Animal abuse, cruelty or neglect.

As well as any felony or misdemeanor involving:

- All sexual crimes and criminal offenses of a sexual nature to include, but not limited to: rape, child molestation, sexual battery, lewd conduct, possession or distribution of child pornography, possession and distribution of obscene material, **prostitution, indecent exposure, public indecency, and any sex offender registrant;**
- Drug offenses including: drug distribution, intent to distribute, manufacturing, trafficking, or sale (excluding crimes for drug use or possession); and
- 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, providing alcohol to a minor, and DUI with a minor.