

## **USA Archery Background Screening Search Criteria and Review Process**

### **Background Screening Search Criteria**

#### **Full background screens will include at least the following search components:**

- Social Security Number validation;
- Name and address history records;
- Two independent Multi-Jurisdictional Criminal Database searches covering 50 states plus DC, Guam and Puerto Rico;
- 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;
- 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;
- National Sex Offender Registry database search of all available states, plus DC, Guam and Puerto Rico;
- Multiple National Watch Lists;
- SafeSport Disciplinary Records;
- Comprehensive International Records search U.S. citizens who have lived outside of the United States for six consecutive months in any one country, during the past seven years; and
- Motor Vehicle Records of at least a 3-year history in the state of licensure (if driving is required for position).

#### **Supplemental (off-year) background screening will include at least the following search components:**

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

#### **Background screening for media personnel, and those that must be conducted by third-party vendors/contractors, all such searches will be conducted using a name-based or fingerprint- based record search in any combination that shall include at least:**

- Social Security Number validation;
- Multi-Jurisdictional Criminal Database searches covering 50 states plus DC, Guam and Puerto Rico;
- 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;

- 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;
- National Sex Offender Registry database search of all available states, plus DC, Guam and Puerto Rico; and
- SafeSport Disciplinary Records.

### **Background Screening Review Process**

**USAA initiated background screening that result in a report of a disposition or resolution of a criminal proceeding, other than an adjudication of not guilty,<sup>5</sup> for any of the below criminal offenses will be subject to USAA’s determination as to the individual’s level of access and involvement in USAA:**

1. Any felony;<sup>6</sup> and
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;<sup>7</sup>
  - 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;
  - 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.

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<sup>5</sup> 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.

<sup>6</sup> For purposes of these procedures, the term “felony” shall refer to any criminal offense punishable by imprisonment for more than one year.

<sup>7</sup> 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 report this to USAA. USAA will report the same to USOPC.

## **Background Screening Review Panel**

USAA's Background Screening Review Panel shall consist of the Board of Justice (and/or their designees).

A. The USAA Review Panel will conduct a hearing. The individual will be notified of a specific date and time so that they may participate if they wish.

Unless the Review Panel requires the individual to attend the hearing in person, the individual may appear by telephone conference call. The individual has the right to be represented by legal counsel at the hearing.

At the hearing the individual will be allowed to present any evidence or argument that he or she wishes the Review Panel to consider. The Review Panel may require that documentary evidence and the names of any witnesses be disclosed prior to the hearing. Internal and/or external medical expertise.

Upon the request of the individual, and if it is necessary to expedite the proceeding in order to resolve a matter relating to training or a competition that is scheduled, the Review Panel may render an expedited determination.

B. A determination of the individual's involvement with USAA will be made based on a majority vote of the Review Panel and may include interim measures. In rendering its finding, the Review Panel shall consider the following:

1. The legitimate interest of USAA in providing a safe environment for athletes and other individuals involved in the sport;
2. The seriousness of the criminal offense or act;
3. The time which has elapsed since the occurrence of the criminal offense or act;
4. The age of the person at the time of occurrence of the criminal offense or act;
5. The bearing, if any, the criminal offense or act has on the individual's ability to perform the necessary functions of their role or otherwise be a representative of the USAA;
6. Any information produced by the individual, or produced on behalf of the individual with respect to the individual's rehabilitation and good conduct;
7. Any voluntary restrictions on access proposed by the individual;
8. Any other information, which in the determination of the Review Panel, would bear on whether or not the individual should represent USAA.

C. The Review Panel will communicate its finding to the individual. If the individual

disagrees with the finding of the Review Panel, they may appeal the decision by filing a demand for arbitration with the American Arbitration Association (“AAA”) within thirty (30) days of the Review Panel’s decision. A decision rendered by the AAA shall be final and binding on all parties.

Application for Background Screen Review

To request for a secondary background screen review please email [safesport@usarchery.org](mailto:safesport@usarchery.org) any time after receiving a “Red Light” notification.

Payment Information

In cases where the USAA directly assigns or nominates an individual to serve in a Delegation Event role or to be a member of the official Games Delegation, or USAA staff, payment for the background screening will be the responsibility of USAA or other third party. In all other instances, payment for the background screening will be arranged by the individual.