



Criminal Background Screening Policy for US Lacrosse (Effective: June 01, 2017)

SECTION ONE – PREAMBLE

US Lacrosse believes there are many reasons to play sports, including athletes enjoying a wide range of physical, emotional and social benefits. Participation in organized sports also improves motor skills, promotes strategic thinking, and enhances interpersonal skills. Unfortunately, sports can also be an environment for misconduct, including child physical and sexual abuse. Such conduct is intolerable and harmful to the psychological and physical health of athletes of all ages and genders. While most participants in lacrosse have the utmost integrity, some may use sports as a means for perpetuating abuse. In 2008, US Lacrosse developed a “Criminal Background Check Policy Recommendation for Youth Lacrosse Organizations” which standardized a set of criterion offenses, a process for screening and disqualification, and a preferred provider for the service.

The intent of this policy is to clearly state and to allow US Lacrosse to demonstrate its commitment to the safety and well-being of athletes that are minors, by defining background screening requirements for those with more direct affiliation. In order to reduce the risk of harm to athletes, US Lacrosse Certified Coaches, Certified Trainer and Observer, Certified Assigners, those in the National Team Program, National Volunteers, and Employees will be subject to the Criminal Background Screening Policy for US Lacrosse, with particular emphasis on the crimes against minors. Additionally, to protect the integrity of the organization and the sport, other crimes that reveal issues of high character and behavior are included in the screening criterion. Members, volunteers, and employees that do not comply with this policy will not be granted affiliation with US Lacrosse.

SECTION TWO – BACKGROUND SCREENING REQUIRED

As a paramount principal of the US Lacrosse SafeSport Program’s [Standard for Athlete Safety and Protection](#), any and all forms of physical and sexual abuse and/or misconduct are strictly prohibited. Additionally persons in position of trust or authority must show their worthiness for that trust by a lack of criminal activity in their past. No one affiliated with US Lacrosse may engage in behaviors that are considered child sexual abuse, sexual misconduct, physical abuse, or physical misconduct.

The Criminal Background Screening Policy for US Lacrosse requires that each adult complete a background screening in these membership categories, affiliations, and relationships. This will be paid by US Lacrosse, except as noted.

- Certified Coach (member paid)
- Certified Trainers (ODP) (member paid)
- Certified Officials Observers (ODP) (member paid)



- Certified Assigners (member paid) (ODP)
- National Team Program (athlete, coach, or healthcare provider)
- US Lacrosse Volunteer at a National Athletic Event (18U)
- US Lacrosse Chapter Leadership (President, Secretary, and Treasurer)
- US Lacrosse National Volunteer on the Board or committee/subcommittee
- Employees of US Lacrosse

A typical screening can be expected to take 2 weeks, so it is important to include this early in any selection process. US Lacrosse pays for the screening and is billed directly from the vendor with the exception of screenings paid for by the individual, which are denoted by an asterisk above. It is advised that each USL department establish its own account with the vendor to facilitate payments and review of screening results. The screening must be repeated every two calendar years in order to maintain an affiliation with US Lacrosse. The basic components of the service are:

- Identity verification
- SSN validation with address and name history
- Two multi-jurisdictional, national criminal database searches covering all 50 states
- All available sex offender registry searches covering all 50 states utilizing two providers
- Various watch lists, fugitive & terrorist database searches
- Automatic re-check of one national criminal database and sex offender registries (county search not included in automatic recheck)
- County courthouse search (current or longest/most recent residency in past five years)
- Federal Court and District Court search for National leadership and Chapter leadership roles only
- Motor Vehicle Records searches for US Lacrosse employees only

SECTION THREE – CRITERION OFFENSES

The current US Lacrosse background screening criterion offenses reflect those recommended by the National Council for Youth Sports Guidelines, the FBI PROTECT Act, and the National Center for Missing and Exploited Children. These crimes include:

R1: Any felony (any crime punishable by confinement greater than one year)



a. Defined on the basis of exposure for the offense for which the defendant was convicted, pled guilty or pled nolo contendere. If pled down, then the crime to which the defendant ultimately pled.

b. Defined as all crimes punishable by greater than one year in jail or prior, regardless of how characterized by jurisdiction. If range, alternate sentencing, or indeterminate sentencing, outer range > one year.

R2: Any lesser crime involving force or threat of force against a person

R3: Any lesser crime in which sexual relations is an element, including “victimless” crimes of a sexual nature (including pornography)

R4: Any lesser crime involving controlled substances (not paraphernalia or alcohol)

R5: Any lesser crime involving cruelty to animals

R6: Any sex offender registrant

R7: Any lesser crime involving harm to minors

Additional Criteria for US Lacrosse (National Board and Chapter Leaders)

R8: Any lesser crime involving financial misappropriation, including but not limited to embezzlement and theft

Criteria for US Lacrosse Driving Privileges (Corporate/Employee)

Any of the following will prompt a determination that an applicant ‘does not meet’ the initial US Lacrosse motor vehicle screening criteria for driving privileges:

1. Suspended license, revoked license, or the absence of a valid driver’s license

2. More than two moving violations and/or accidents in the past three years;

3. A major conviction within the past two years, including, but not necessarily limited to: driving without a license or while license is suspended or revoked, DUI/DWI, possession of an open container, any drug-related motor vehicle incident, leaving the scene of an accident, fleeing or attempting to elude police officers; assault (in any form) by use of a motor vehicle, or reckless or negligent driving (willful or wanton disregard for safety of persons or property in any form), or homicide, negligent homicide, or involuntary manslaughter by vehicle.

In addition, any other conduct not resulting in conviction or arrest that reasonably indicates that an individual is or may pose a risk to the safety, welfare, and protection of other members of US Lacrosse may be considered. The determination of whether an individual is or may pose such a risk and thus have membership revoked or denied shall be made at the sole discretion of US Lacrosse.



SECTION FOUR – RESULTS CRIMINAL BACKGROUND CHECKS

A confidential criminal background check, conducted for US Lacrosse can result in several possibilities detailed below.

After completion of the criminal background check, the screening company will provide one of two possible determinations:

GREEN LIGHT– “*meets* the criminal history and if applicable driving privilege criteria,” utilized where registrant has no record or has an arrest/conviction for a non-criterion offense, or

RED LIGHT– “*does not meet* the initial screening criteria,” utilized where registrant has a pending charge and/or conviction of a criterion offense.

When determined, following a criminal background screening or by disclosure, that a registrant or an existing affiliate or member upon screening renewal has a “red light,” the registrant shall be deemed unqualified or ineligible for affiliation or membership, while an existing member or affiliate shall be disqualified from association or membership. Employees will be removed from duties which could put them in contact with minors until an employment decision is made.

If the results of the criminal background check or MVR check are believed to be inaccurate by the registrant or member they can dispute the claimed inaccuracy directly to NCSI through its review procedures. In most circumstances, a dispute filed directly to NCSI would be the first step in the review process. For registrants/members, the final appeal would be in accordance with the **US Lacrosse Standard for Membership Temporary Abatement and Termination**. For employees the final review process is the same as other employee misconduct and will be handled through the employee discipline process. Other affiliates, including volunteers, will be reviewed by the CEO for final action. Any final action shall be recorded on the individual’s membership record, with the exception of employees whose records are maintained by USL HRS.

SECTION FIVE – MANAGEMENT OF PROCESS

Each Senior Leader shall insure that departments within their oversight have written SOP’s, reviewed annually, to require affiliates as defined in Section Two to complete the required background check process. This should include record keeping of the process, appeals, and results that are available for annual audit by the risk manager. Except for member paid screenings, each leader should also insure appropriate shared accounts are in place with NCSI.

President and CEO

- US Lacrosse National Volunteer on a Board or Committee

Vice President, Lacrosse Operations



- Certified Coach
- Certified Observers (ODP)
- Certified Assigners (ODP)
- Certified Trainers (ODP)
- National Team Program (athlete, coach, or healthcare provider)

Vice President, Brand Marketing and Membership

- US Lacrosse Volunteer at a National Athletic Event (18U)
- US Lacrosse Chapter Leadership (President, Secretary, and Treasurer)

Vice President, Finance

- Employees of US Lacrosse (including CDP and ODP Clinicians)

SECTION SIX – MOST RECENT SOP's

Each department's SOP will be attached for reference and to help insure consistency.