



## **US LACROSSE BACKGROUND SCREENING AND TRAINING POLICY**

*(revised 10/10/2019)*

### **I. POLICY**

The intent of this policy is to clearly state and allow US Lacrosse to demonstrate its commitment to the safety and well being of athletes who are minors (under the age of 18 years old), by defining background screening and training requirements. In order to reduce the risk of harm to athletes, US Lacrosse Member Coaches, Certified Trainers and Observers, Certified Assigners, all participants in the National Team Program, National Volunteers, and US Lacrosse Employees, and other individuals that US Lacrosse may require from time to time, will be subject to the Safe Sport Background Screening and Training Policy for US Lacrosse. The focus of the background screening and training policy will be on the prevention of crimes against minors and, to protect the integrity of the organization and the sport. The background screening and training policy will also take into account other crimes that reflect character and behavioral concerns. Additionally, the training will include an educational component that informs adults of the “red flags” to look for, as well as behaviors that could indicate the occurrence of child abuse, including child sexual abuse and misconduct. Members, volunteers, and employees that do not comply with this policy will not be granted membership or employment with US Lacrosse.

### **II. REQUIRED SAFESPORT TRAINING**

Adult members who have regular contact with or authority over minor athletes are required to follow the prescribed conduct for their protection and for the protection of the minors with whom they work. This is particularly important for limitations on one-on-one interactions as required by Federal Law. This is specifically outlined in the US Lacrosse Safe Sport Program’s Athlete Safety and Protection Policy and includes training requirements that meet the Federal requirements of the Protecting Young Victims from Sexual Abuse and Safe Sport Authorization Act of 2017. Online Safe Sport Training is required and provides education and training on how to recognize if an athlete is being abused, how to prevent abuse from happening, and how to respond, report, or help if abuse has already occurred. This is required for persons in the following roles, except as noted.

- Coach Member
- Official Member (not mandatory at this time)
- Certified Trainers, Certified Assigners, Certified Officials Observers (ODP)
- National Team Program and Development Program (athlete, coach, evaluator, chaperone, or healthcare provider)
- US Lacrosse Volunteer at a USL Clinic, Development Program, or 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



The training will be developed and paid for by US Lacrosse to ensure it meets all requirements. Results are to be recorded in the USL Membership database. The initial training must be completed prior to acting in a position with interaction or oversight of minors. An annual refresher training every calendar year is also required in order to maintain an affiliation with US Lacrosse that includes interaction with or oversight of minors.

### **III. SAFESPORT BACKGROUND SCREENING REQUIRED**

As a principal of the US Lacrosse Safe Sport Program's Athlete Safety Policy, any and all forms of physical and sexual abuse and/or misconduct are strictly prohibited. Additionally, persons in position of trust or authority may not have engaged in 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 national background screening in these membership categories, affiliations, and relationships.

- Coach Member
- Official Member (not mandatory at this time)
- Certified Trainers, Certified Officials Observers, and Certified Assigners (ODP)
- National Team Program and Development Program (athlete, coach, evaluator, chaperone, or healthcare provider)
- US Lacrosse Volunteer at a USL Clinic, Development Program, or Athletic Event (18U)
- US Lacrosse Chapter Leadership (President, Secretary, and Treasurer)
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A typical screening can take up to two weeks so it is important to initiate this process early. US Lacrosse pays for the screening and is billed directly from the vendor. 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
- Two national sex offender registries covering all 50 states
- Various watch lists, fugitive & terrorist database searches
- Automatic re-check after one year 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 (*National leadership and Chapter leadership roles only*)
- Motor Vehicle Records searches (*US Lacrosse employees only*)



#### IV. 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

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

**R7:** Any lesser crime involving harm to minors

*Criteria for US Lacrosse Driving Privileges (Corporate Employee)*

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

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 minor athletes or others. The determination of whether an individual is at the sole discretion of US Lacrosse.

#### **V. 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.

If a registrant, existing affiliate, or member is issued a Red Light Determination, the membership or the membership process will be suspended pending further review. US Lacrosse Employees who are issued a Red Light Determination will be removed from duties that put them in contact with minors until an employment decision is made.

If the results of the criminal background or MVR screening are believed to be inaccurate by the registrant or member, they can dispute the claimed inaccuracy directly to NCSI. In most circumstances, a dispute filed directly to NCSI would be the first step in the review process. For those who are not US Lacrosse employees, the final appeal would be in accordance with the **US Lacrosse Membership Suspension and Termination Policy**. For US Lacrosse employees, the final review process is the same as other employee misconduct and will be handled through the employee discipline process. Any final action shall be recorded on the individual’s membership record, with the exception of employees whose records are maintained by USL HRS.

#### **VI. MANAGEMENT OF PROCESS**

Each USL Senior Leader shall ensure that departments within their oversight have written SOPs, reviewed annually, to require affiliates as defined in Section Two to complete the required Safe Sport Background Screening and Training. This should include development and maintenance of the communication process, training records, appeal results, and screening results that are available for annual audit by the risk manager.

##### **President and CEO**

- US Lacrosse National Volunteer on a Board or Committee/Subcommittee

##### **Vice President, Lacrosse Operations**

- Certified Observers, Certified Trainers, and Certified Assigners (ODP)



- National Team Program and Development Program (athlete, coach, evaluator, chaperone, or healthcare provider)
- US Lacrosse Volunteer at a USL Clinic, Development Program, or Athletic Event for minors (18U)

**Vice President, Marketing and Communications**

- US Lacrosse Volunteer at a USL National Clinic or Athletic Event (18U)

**Vice President and Chief Relationship Officer**

- Coach
- Official
- US Lacrosse Volunteer at a USL Clinic, or Athletic Event (18U)
- US Lacrosse Chapter Leadership (President, Secretary, and Treasurer)

**Vice President and Chief Financial Officer**

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