



USA Boccia

Policy Name: Background Check Policy

Date of Issuance: April 2021

Policy Owner: USA Boccia

Applies to: USA Boccia Board of Directors, USA Boccia Staff, USA Boccia Certified Instructors, USA Boccia Club Leaders, USA Boccia Referees, USA Boccia Committee and Task Force Members, Independent Contractors, Volunteers, and others authorized or credentialed by USA Boccia

Purpose:

USA Boccia and the U.S. Paralympic Movement is committed to the safety of athletes and participants involved in sport. USA Boccia requires background checks in order to (a) foster a safe environment at the Paralympic Games, international sporting events, and USA Boccia Nationals, as designated by USA Boccia (collectively the “Delegation Events”), as well as Paralympic Training Centers and Training Sites; (b) create a safe living, training, and competition environment for athletes and other individuals associated with NGBs/PSOs/HPMOs (hereinafter “Responsible Sport Organization”); and (c) protect persons at risk, including, but not limited to, minors and vulnerable adults.

This policy sets forth the standards that USA Boccia has incorporated into its background check policy and outlines the guidelines for the use of background checks for Delegation Events, at 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:

- a. All USA Boccia Board members, USA Boccia Staff, USA Boccia Certified Instructors, USA Boccia Club Leaders, USA Boccia Referees, USA Boccia Committee and Task Force Members, Independent Contractors, Volunteers, and other individuals authorized or credentialed by USA Boccia to work with athletes or other sport participants while at a Paralympic Training Center or Delegation Event to which USA Boccia sends athletes.
- b. Timeframe
 - i. Full background checks will be completed prior to the commencement of new role or competition for all applicable individuals.
 - ii. 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.
 - iii. A supplemental, partial, background check will be conducted in the off-years using at least the background check search components referenced in Section D.III.B of the Background Check Procedures.
 - iv. If the USA Judicial Committee receives information that necessitates an additional full background check

II. Partner Programs

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

III. Background Check Report Review

Primary Review of USA Boccia-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 USA Boccia Judicial Committee and are subject to USA Boccia's policies and procedures to determine if and to what degree the individual will be: (a) affiliated with USA Boccia, (b) granted access to a Paralympic Training Center, (c) permitted to

participate in a Delegation Event, including, but not limited to, USA Boccia Nationals, or (d) granted driving privileges in accordance with the Background Check Policy and Procedures.

Secondary Review of Responsible Sport Organization Determinations: Section VII.C of the Background Check Procedures lists the criminal offenses that may trigger a secondary review by USA Boccia. A secondary review is only required when there is a decision by USA Boccia that an individual must undergo another review. A Responsible Sport Organization would allow an individual not otherwise covered by this policy to reside, train or compete at a Paralympic Training Center¹, or participate in a Delegation 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 Responsible Sport Organization decision will be forwarded to the co-chairs of the Judicial Committee for review and be subject to USA Boccia's policies and procedures to determine if and to what degree the individual will be: (a) affiliated with USA Boccia, (b) granted access to a Paralympic Training Center, or (c) permitted to participate in a Delegation Event.

¹ USA Boccia, at its discretion, may require that any individual who requests access, or has been provided access, to a Paralympic Training Center undergo a background check in accordance with this policy.