



USA Gymnastics Criminal Background Screening Policy

1. Introduction

USA Gymnastics requires criminal background searches for individuals involved with our programs to ensure a safe and secure environment for participants and members. Consistent with our responsibility to protect the best interest of the participants in the sport of gymnastics, USA Gymnastics has selected the National Center for Safety Initiatives (NCSI) to perform criminal background checks on all Professional Members as a prerequisite for membership.

2. Individuals Subject to Criminal Background Check

Criminal Background searches shall be conducted concerning all Professional and Introductory Coach members of USA Gymnastics. All new Professional /Introductory Coach members shall have a criminal background search completed as a condition for membership in USA Gymnastics. Current Professional/Introductory Coach members shall have a background check completed as a condition for continued membership in USA Gymnastics. Criminal Background Check Certification must be re-submitted every 2 years.

Criminal Background searches shall also be conducted concerning all USA Gymnastics Board Members, Executive Committee Members, and USA Gymnastics staff members upon their initial appointment, election, or hire and every 2 years thereafter.

Please note: an automatic re-screening takes place on the one year anniversary date of the background check screening.

3. Search Organization

The National Center for Safety Initiatives (“NCSI”) shall be the authorized search organization that performs criminal background searches for USA Gymnastics. NCSI is a full service screening organization that works in accordance with the Recommended Guidelines established by the National Council on Youth Sports (“NCYS”). NCSI operates as an independent company, but is owned and governed in partnership with NCYS.

In addition to conducting the criminal background search, NCSI shall be responsible for interpreting the search results, communicating with the applicant regarding the search result, and reporting to USA Gymnastics all search results. NCSI will also be responsible for complying with the Fair Credit Reporting Act and maintaining the confidentiality of information obtained throughout the background search process.



4. Registration for Criminal Background Check

NCSI will develop a criminal background check authorization and disclosure form for USA Gymnastics members via a secure website. NCSI will provide USA Gymnastics with the website information so that USA Gymnastics can communicate with its members on how to access the site and register for a background check. Each member must complete the online criminal background check authorization and disclosure form prior to registration for a background check with NCSI.

5. Information to be Checked

All individuals screened for USA Gymnastics shall undergo a criminal background check that includes:

- Two independent national databases;
- Sex offender registries of all available states;
- Social Security Number and address verification;
- Federal terrorist database search; and
- Non-database (county courthouse runner) searches of county criminal records of all jurisdictions of residence in the past seven years.

6. Findings

NCSI will issue the criminal background search results to the applicant and USA Gymnastics based on a “Red Light/Green Light” system.

- A “Green Light” (also described as “meets the criteria”) means the applicant is suitable for membership in USA Gymnastics with regard to the criminal background search. A “Red Light” (also described as “does not meet the criteria”) means the applicant is not suitable for membership in USA Gymnastics with regard to the criminal background search. USA Gymnastics may withhold the privilege of membership based on the background search to any applicant whose search yields a Red Light.

The criminal background search will look for a conviction of, the entry of any plea of guilty or no contest regarding, or disclosure from an applicant of any of the following:

- Any felony (any crime punishable by confinement of greater than one year);
- Any lesser crime involving force or threat of force against a person;
- Any lesser crime in which sexual relations is an element, including “victimless” crimes of a sexual nature (including pornography);
- Any lesser crime involving controlled substances (not paraphernalia or alcohol);
- Any lesser crime involving cruelty to animals; or
- Any sex offender registrant.

If the criminal background search yields any of the above results, NCSI will issue a Red Light. If the background search does not yield any of the above results, NCSI will issue a Green Light.

The criminal background search will also look for the following:

- Any arrest for a criterion offense with no disposition noted;
- An expunction, restoration of rights, or pardon relating to a criterion offense;



- Any charge involving a minor resulting in a disposition favorable to the applicant; or
- An arrest or conviction where it is not readily apparent if drugs or alcohol were involved.

If the criminal background search yields any of the above results, NCSI will further investigate the findings with the applicant and the appropriate authorities/courts prior to issuing a Red Light or Green Light finding. If the criminal background search does not yield any of the above results, NCSI will issue a Green Light.

If questions arise concerning a criminal background search, the applicant will be contacted by NCSI and provided with an opportunity to correct potential errors in the applicant's record or to provide additional information prior to NCSI's issuing a Red Light finding. In such situations USA Gymnastics may also be contacted.

The above criteria are contained within the guidelines developed by the NCYS and have been adopted by NCSI. The NCYS considers the criteria for a "Red Light" or "does not meet the criteria" findings to be consistent with the principles of the federal PROTECT Act of 2003

7. Review of Background Search Findings

Should an applicant contest the content of a record provided to the applicant as part of the USA Gymnastics criminal background search, the applicant may seek an appeal of the record with NCSI pursuant to the Fair Credit Reporting Act.

USA Gymnastics will use the determinations provided by NCSI, in accordance with the USA Gymnastics Bylaws Article 9 Membership, to determine an individual's eligibility for membership in USA Gymnastics. Should an individual contest a USA Gymnastics decision to deny participating based upon a "Red Light" finding resulting from the criminal background search, the applicant has the right to appeal the decision pursuant to Article 10 of the USA Gymnastics Bylaws.

