



Junior Volleyball Association (JVA) Background Screening Policy and Process

JVA Background Screening Policy

All individuals, 18 years of age or older, involved in any capacity with a JVA member club must be screened: Club directors, club administrators, tournament directors, team reps, coaches, chaperones, and trainers who register, affiliate and/or participate with a junior volleyball club or team. Tournament Directors are required to insure that any official 18 or older who intends to work a junior sanctioned event will also be screened (with the exception of a junior player).

A background screen will not be required for those individuals who are classified only as junior players. Clubs that register junior players as coaches will insure that those coaches are screened upon reaching the age of 18 years old. JVA does recognize and accept USAV and AAU screens.

A Club will not allow any individual who refuses to consent to a background screen to participate in any club activities. The Junior Club will immediately remove from any involvement with the club an individual who receives a negative background screening report.

JVA Background Screening Process

JVA has secured the National Center for Safety Initiatives (NCSI) to process our member background screens. Every individual required to submit to a Background Screening must log into NCSI, complete, sign and date the Consent and Waiver Release Form. The cost of screening is \$20. Payment is made online upon completing the screening application. All screens through NCSI will be good for two calendar years. ***It is imperative that applicants use their full legal name (as stated on a valid driver's license, passport or non-driver state ID) and correct date of birth.***

NCSI Background Screening includes the following checks:

- SSN Validation
- National Criminal Database Searches
- OFAC (Office of Foreign Assets Control) Database Search
- SOR (Sex Offender Registry)
- Real Time County Records Search for the longest county of residence in the last 5 years.

JVA/NCSI Criteria for Pass or Fail:

- Convicted or pending conviction of any felony (a crime punishable by confinement greater than one year)
- Convicted or pending charge of any lesser crime involving force or threat of force against a person
- Convicted or pending charge of any lesser crime of a sexual nature or classified as a sex offense including but not limited to "victimless" crimes of a sexual nature such as prostitution, pornography, indecent exposure; and crimes in which sexual relations is an element
- Convicted or pending charge of a lesser crime involving controlled substances (nor paraphernalia or alcohol) within the prior ten years

- Convicted or pending charge of a lesser crime involving cruelty to animals within the prior ten years
- Sex Offender Registrant
- Convicted or pending charge of a lesser crime involving harm to a minor

Once an application is completed, in about ten days, the applicant is notified when a determination is made letting them know their background screen has been completed.

NCSI DETERMINATIONS:

- **Pending** – A registrant will appear as pending once they have submitted their online registration.
- **Green Light** - The registrant has no convictions, SOR registrations or pending charges that does not meet your organizations criteria.
- **Red Light – Records** - NCSI found and verified a record of a conviction, SOR registrations or pending charges that does not meet your organization’s criteria.
- **Red Light (I) – Incomplete Information** – A Red Light (I) – Incomplete Information is issued if the information requested (usually a copy of an ID or a phone call) is not received by NCSI within a set timeframe, following 3 previous email requests to the registrant. If a Red Light (I) – Incomplete Information is issued, a registrant will have 6 months, from the date of their registration, to provide the requested information. After 6 months the registration will be considered expired and the registrant must re-register for a new background screen.

If the determination is not a “green light”, the following process occurs:

- Applicant is notified with a Pre-Adverse action letter, record that was sourced in the applicant name & dob and FCRA Guidelines
- Applicant is given 5 business days to respond
- Red Light is issued – JVA is notified via email
- JVA determines whether or not you would like applicant to continue with organization
- If not NCSI will send Final Adverse Action letter on JVA’s behalf

The Final Adverse Action Letter from NCSI to the applicant will include a copy of the Record and a summary of the individual’s FCRA rights as part of the investigation. The applicant may appeal the accuracy of the information in the report, directly to NCSI as directed in the FCRA document.

Anyone that fails a background screen cannot reapply for another screen until the following season.

Penalty for non-compliance

A Junior Club that is found to have not requested background screenings for one or more of their adult (18yrs. or over) members or to have not enforced a resulting disqualification will be recommended for suspension of JVA / AVCA member benefits for all club teams and members. The minimum penalty shall be suspension of all members of the offending club/entity until background screening and enforcement requirements are met. Additional measures may include financial penalties and/or extended suspensions against disqualified individuals and the junior club.