

Schedule XVIII - Background Screening Policy

USA Dodgeball ("USAD" or the "Organization") is committed to creating a safe environment for athletes, coaches, officials, member organizations, and the greater dodgeball community. This Background Screening Policy establishes minimum requirements for screening individuals in roles of authority while scaling the program realistically in line with USAD's Athlete Safety Growth Roadmap.

Screening reduces the risk of abuse, misconduct, and other behavior inconsistent with the mission of USA Dodgeball.

At a minimum:

1. All USAD Board members, National Team coaches, and any adult designated by the Board as being in a position of authority with regular contact with minor athletes must complete a criminal background screening and abuse prevention training program approved by the Board.
2. Other adult participants are encouraged, but not required, to complete screening and training.
3. The Judiciary Committee may require screening for other adults if their role presents an elevated risk, or involves athlete safety, financial oversight, or access to sensitive organizational information.

As USAD grows, the Board will review this cost structure annually to determine whether broader subsidization or organizational coverage of screening fees is feasible in alignment with best practices of U.S. Center for SafeSport and other National Governing Bodies.

Requirements. Background checks will be conducted by a reputable third-party provider approved by USAD. At a minimum, screenings will review criminal convictions and offenses relevant to athlete safety and organizational trust. Screenings shall also include verification against the U.S. Center for SafeSport Disciplinary Database to ensure individuals under sanction are not eligible to serve in USAD roles.

1. Screening must be renewed every two years.
2. Individuals must self-disclose any new charges, arrests, or convictions within 72 hours of the event.

Disqualifying Offenses.

Automatic disqualification results from:

1. Any conviction involving violence, harassment, abuse, threats, or exploitation.
2. Any offense involving a minor.
3. Any sexual offense, regardless of classification.
4. Any conviction for drug trafficking or distribution within the past 7 years.

Potential disqualification (case-by-case review by Judiciary Committee):

1. Convictions involving violence, harassment, or threats.
2. Convictions involving fraud, theft, or financial crimes (particularly for individuals in financial or leadership roles).
3. Other offenses deemed inconsistent with athlete safety or the mission of USAD.

Confidentiality & Privacy. All background check information will be handled confidentially, used solely for the purpose of determining eligibility for service in USAD roles. Results will be reviewed only by authorized Board officers or designated committee members.

Appeals. Appeals of screening determinations may be submitted to the Judiciary Committee for review within 30 days of the disqualification Notice. The Judiciary Committee may uphold, modify, or overturn the decision after review.

Responsibility for Costs. The cost of the background screening shall be the responsibility of the individual applicant. This includes, but is not limited to, coaches, referees, event staff, volunteers, and administrators required to undergo screening under this Policy.

Inclusion in Membership or Event Fees. USAD may include the cost of background screenings in membership dues, event registration fees, or sanctioning fees to streamline administration. In such cases, USAD shall collect the cost as part of the registration process and pay the provider directly.

Hardship Support. Recognizing that cost may present a barrier to participation, USAD may, at its discretion, subsidize or reimburse the cost of screenings for individuals in cases of demonstrated financial hardship, or for key positions deemed essential to the safe operation of sanctioned events. Requests for such support must be submitted in writing to the Board.

Compliance & Enforcement. Failure to complete required screening is grounds for denial of participation. Misrepresentation, omission, or falsification of information during screening is a violation of this policy and may result in removal or permanent ineligibility.