



Job Reference Policy Regarding Prior Violations of Policies

Effective Date: December 9, 2021

Policy Owner: President & CEO

No individual who is an employee, member, or contractor of USA Diving, Inc. (“USA Diving”) may assist a member or former member of USA Diving in obtaining a new job (excluding the routine transmission of administrative or personnel files) if the individual knows that the member or former member a) violated the policies or procedures of the U.S. Center for SafeSport related to sexual misconduct; and/or b) was convicted of a crime involving sexual misconduct with a minor in violation of applicable law or the policies and procedures of the U.S. Center for SafeSport.