



Policy Name: Background Check Policy

Date of Issuance: 4/15/2019

Policy Owner: Chief Security Officer

Applies to: BOD, USOC Staff, and Others (as below)

#### Purpose:

The U.S. Olympic and Paralympic Movement is committed to the safety of athletes and participants involved in sport. The USOC requires background checks in order to (a) foster a safe environment at the Olympic, Paralympic, Pan American, Parapan American, Youth Olympic Games, and other international sporting events as designated by the USOC (collectively the “Delegation Events”), as well as Olympic 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 the USOC has incorporated into its background check policy and outlines the guidelines for the use of background checks for Delegation Events, at Olympic Training Sites, 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 USOC employees, coaches, independent contractors, staff, volunteers, board members, committee and task force members, individuals placed with the USOC as part of an academic program (including, but not limited to, interns, externs, fellows and clinical students) and other individuals authorized or credentialed by the USOC to work with athletes or other sport participants while at an Olympic Training Center or Delegation Event to which the USOC sends athletes.
- B. All individuals that Olympic Training Sites formally authorize, approve or appoint to (a) serve in a position of authority over or (b) have regular contact with athletes. This shall include, but is not limited to, Olympic Training Site staff,

officials, coaches, board members, coordinators, trainers, independent contractors, volunteers, and medical personnel.

- C. All athletes and alternates, training partners, and guides 18 years of age or older that are selected to participate in the Delegation Events. Individuals referenced in this subsection shall have 45 days after reaching the age of majority (18 years of age), to come into compliance with this background check policy.
- D. All athletes and alternates, training partners,<sup>1</sup> and guides 18 years of age or older that are selected by a Responsible Sport Organization to train at any Olympic Training Center, Olympic Training Site, or Delegation Event Training Site.
- E. Members of the U.S. Games Delegation who have regular contact with athletes shall include, but is not limited to, coaches, Games Staff (including medical personnel), executives, service providers, guides and volunteers.
- F. Individuals authorized by the USOC who have regular contact with athletes at USOC games operational sites. (*Examples: independent contractors – food service, custodial, security, team processing staff and non-accredited performance staff with village guest pass.*)
- G. Other individuals who have regular contact with athletes as determined by the USOC, in its sole discretion.

## II. Timeframe

- A. Full background checks will be completed prior to the commencement of a new role or competition for all applicable individuals.
- B. 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.
- C. A supplemental, partial, background check will be conducted in the off-years using at least the background check search components referenced in Section III.B of the Background Check Procedures.

## III. U.S. Olympic and Paralympic Training Sites

Each U.S. Olympic and Paralympic Training Site shall require criminal background checks in compliance with the background search components in Section III.A of the Background Check Procedures for those individuals it formally authorizes, approves or appoints (a) to serve in a position of authority over athletes, or (b) to have regular contact with athletes. Upon request by the USOC, the Training Sites must provide certifications to establish that the mandated background checks were conducted in accordance with the USOC Background Check Procedures and this policy. For purposes of clarification, a Training Site shall be regarded as having formally

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<sup>1</sup> International training partners who have been accredited by local organizing committees are exempt from process.

authorized, approved or appointed an individual in instances where the Training Site has control over the authorization, approval or appointment process.

IV. Media

Individuals affiliated with the media, who are authorized or credentialed by the USOC to access a Training Center, Training Site, or attend a Delegation Event; and may have unsupervised one-on-one interactions with athletes, will be required to undergo a criminal background check utilizing the background check search components referenced in Section III.C of the Background Check Procedures.

V. Third-Party Vendors/Contractors

Contracts with third-party vendors/contractors that are (a) in a position of authority over or (b) in regular contact with athletes must include the background check requirements set forth in this policy. The contracts shall also specify that certification must be provided by the vendor/contractor upon request by the USOC, to establish that the mandated background checks were conducted in accordance with the USOC Background Check Procedures and this policy.

VI. Partner Programs

When partnering with community organizations for events, the USOC shall ensure that the partnership agreements include language regarding background check requirements. The agreements shall also specify that certification must be provided by the community organization upon request by the USOC, to establish that the mandated background checks were conducted in accordance with the USOC Background Check Procedures and this policy.

VII. Background Check Report Review

- A. **Primary Review of USOC-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 USOC and are subject to the USOC's policies and procedures to determine if and to what degree the individual will be: (a) affiliated with the USOC, (b) granted access to an Olympic Training Center, (c) permitted to participate in a Delegation Event, or (d) granted driving privileges in accordance with the Background Check Policy and Procedures.
- B. **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 the USOC. A secondary review is only required when a decision by a Responsible Sport Organization would allow an individual not otherwise covered by this policy to reside, train or compete at an Olympic Training Center<sup>2</sup>, or participate in a Delegation Event, despite being flagged by the background check screen for one of the crimes referenced in

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<sup>2</sup> The USOC, at its discretion, may require that any individual who requests access, or has been provided access, to an Olympic Training Center undergo a background check in accordance with this policy.

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 USOC for review and be subject to the USOC's policies and procedures to determine if and to what degree the individual will be: (a) affiliated with the USOC, (b) granted access to an Olympic Training Center, or (c) permitted to participate in a Delegation Event.