

2023 - 2024 USAV BACKGROUND CHECK APPEAL PROCESS

If you wish to contest USA Volleyball's (USAV's) decision not to accept your membership based on a failed background screen, you have the right to a review of that decision before a USAV Background Check Review Panel.

Background Check Disputes and Appeals.

- A. **Disputes of Findings.** Individuals may dispute the details or findings of the background check report directly with USAV/RVA's approved background check organization, which, for this season, is the National Center for Safety Initiatives (NCSI).

- B. **Appeals of Disqualifications.** All disqualified individuals have the right to request an appeal of their disqualification by filing a written request for review via email with the USAV General Counsel within thirty (30) days from the date of notification of the disqualification. To request an appeal, please email a written request for appeal including, at a minimum, language expressly releasing your background check report to USAV to:

USAV General Counsel, Rachael Stafford
rachael.stafford@usav.org

In addition to the release language, the individual requesting the appeal may provide any and all other documentation, supporting letters, or information relevant to providing the USAV Background Check Review Panel with an understanding of the appeal request. No review by USAV shall occur until a written request with the appropriate release language is received.

1. **USAV Review Panel.** Any individual's request will be reviewed by a USAV Background Check Review Panel consisting of not less than three (3) USAV employees.

2. **Considerations.** USAV Background Check Review Panel has the discretion to deny membership to any individual if it finds, in good faith, that an individual's conviction(s) or pending disposition(s) may have a negative effect on USAV or RVA. In rendering its finding, the Review Panel will consider the following:
 - a. The legitimate interests of USAV in providing a safe environment for athletes and other individuals who may participate in USAV programs and events;

- b. Any information produced by the individual, or produced on behalf of the individual, concerning the incident(s) that resulted in the disqualification;
- c. Any other information, which in the determination of USAV, would bear on whether or not the individual should be denied or granted membership; and,
- d. Whether any charges are currently pending resolution, and if so, the USAV Review Panel will table any decisions until the final resolution.

A determination will be made based on a majority vote of USAV Background Check Review Panel. USAV Background Check Review Panel will communicate its findings to the individual in writing via email within five (5) business days following the review. USAV Background Check Review Panel shall serve as the final decision authority.