

2021 - 2022 USAV BACKGROUND CHECK APPEAL NOTICE

If you wish to contest USAV's decision not to accept your membership type based on a failed background screen, you have the right to a review of that decision before a USAV Internal Review Panel.

Background Check Disputes and Appeals.

- A. **Disputes of Findings.** Disqualified individuals may dispute the findings of the background check 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 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 language expressly releasing your background check report to USAV to:

USA Volleyball
4065 Sinton Rd
Colorado Springs, CO 80907
Attn: USAV General Counsel, Rachael Stafford
rachael.stafford@usav.org

No review by USAV shall occur until a written request with appropriate release language is received.

- 1. **USAV Review Panel.** Any individual's request will be reviewed by a USAV Background Check Review Panel, which will consist of:
 - a. USAV Chief of People and Culture
 - b. USAV Manager, SafeSport
 - c. USAV Chief of Membership Services

- 2. **Considerations.** USAV 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 Review Panel. USAV Review Panel will communicate its findings to the individual in writing within five (5) business days following the review. USAV Review Panel shall serve as the final decision authority.