



AVP America Background Screening Policy

ALL coaches, directors, owners and volunteers (see below list) that have direct contact with players must be background checked at NCSI's website every 2 years. New hires are required to have a background screening.

It is the policy of AVP America that any AVP America club/entity intending to hire or use individuals will abide by this background screening policy. The following individuals, 18 years of age or older, will be screened:

- Club Directors
- Club Administrators
- Team Reps
- Coaches
- Chaperones
- Trainers
- Owners
- Any other hired or volunteer individual that has direct contact with players

The club/entity will enforce the penalties resulting from a negative background screening report. Failure to do so is grounds for automatic suspension of membership privileges to participate in AVP America sanctioned junior events, clubs and/or activities. All disqualified individuals have the right to dispute the findings of the background screening directly with the AVP America's approved Background Screen Vendor. AVP America will not register, or allow to be registered, any individual who refuses to consent to a background screen if he/she intends to affiliate and/or participate with a junior club/team. Junior members are any members under the age of 18. A background screen will not be required for those individuals who will be classified only as junior players.

The Background Screen Consent and Waiver Release form will be submitted, and the applicant cleared before the applicant may participate in AVP America sanctioned junior events and/or activities. All information received as a result of a background check will be strictly confidential. Notice of clearance or disqualification for all applicants will be provided to:

1. The designated contact of the Club that submitted the application.
2. AVP America
3. The club/entity will provide the approved Background Screen Vendor a contact e-mail for the Club Director or highest staff member for the hiring entity. All disqualified individuals have the right to review and dispute the accuracy of the background screening findings directly.

A disqualified individual MAY NOT appeal an automatic disqualification or the results of the findings of the background screen vendor to the AVP America. AVP America is required by the policy to accept the findings of the approved background screen vendor. Individuals automatically disqualified are excluded from participation in any AVP America sanctioned junior events and/or activities.

EFFECTIVE January 1, 2018 AUTOMATIC DISQUALIFIERS FOR CLUB PROMOTERS/AFFILIATES IN SANCTIONED JUNIOR EVENTS, CLUBS AND/OR ACTIVITIES:

Anyone found guilty, entering a plea of guilty, or a plea of nolo contendere (no contest) regardless of adjudication or received court directed programs and/or other sentencing directives in lieu of a finding of guilt, for the following criminal offenses; All Sex offenses, Murder, and Homicide regardless of time limit; Felony Violence and Felony Drug offenses in the past 10 years; any misdemeanor violence offenses in the past 10 years; any multiple misdemeanor drug and alcohol offenses within the past 10 years; or any other crimes (not listed) against children in the past 10 years (the time frames associated with the categories of crime listed above are calculated based on the date of the offense). Individuals found to have pending court cases for any of the disqualifying offenses will be disqualified. If the disposition of the pending case does not meet the criteria for disqualification as listed above, the individual would then be cleared and reinstated. Falsification of information on any membership application or the consent/release form is grounds for membership revocation or restriction of membership. Individuals that are automatically disqualified must wait one season before reapplying for affiliation and/or participation with a junior club or team.

ENFORCEMENT: The hiring entity is responsible for ensuring adherence to this policy, and ensuring that those individuals who are disqualified do not participate in AVP America sanctioned junior events and/or activities.

PENALTY: Failure of a club/entity to request background screening or enforce disqualification is cause for AVP America to impose penalties. The minimum penalty shall be suspension of all members of the offending club/entity until background screening and enforcement requirements are met.