



LEAGUE EXCELLENCE PROGRAM: VERIFICATION

USA FOOTBALL MINIMUM BACKGROUND CHECK STANDARD (CRITERIA AND SEARCH COMPONENTS)

League should ensure that results of each Background Check remain valid for no more than two (2) years provided that if the results of the Background Check remain valid for a period of longer than one (1) year, League should ensure that its Background Check provider provides a re-check after the initial 12-month period as described below.

Reports of any of the following criminal offenses/registrations should prompt a “red light” or equivalent flag from the provider.

Criminal offenses are defined on the basis of the offense for which the defendant was convicted, pled guilty or pled nolo contendere or, if pled down, then the crime to which the defendant ultimately pled. Felony offenses are defined as all crimes punishable by greater than one year in jail or prison, regardless of how characterized by jurisdiction and regardless of the actual sentence imposed (or if range, alternate sentencing, or indeterminate sentencing is applicable, the outer range is greater than one year).

R1. Offenses:

(a) Any felony of violence regardless of the amount of time since the offense,

OR

(b) one (1) non-violent felony within the past ten years, or more than one (1) non-violent felony regardless of the amount of time since the offenses.

R2. Any lesser crime involving force or threat of force against a person within the past ten years or more than one (1) regardless of the amount of time since the offenses.

R3. Any crime (felony or lesser) of a sexual nature or classified as a sex offense including but not limited to crimes of a sexual nature such as prostitution, pornography, indecent exposure; and crimes in which sexual relations is an element regardless of the amount of time since the offense.

R4. Any lesser crime involving controlled substances (not paraphernalia, alcohol, or marijuana) within the past ten years or more than one (1) regardless of the amount of time since the offenses.

R5. Any crime (felony or lesser) involving cruelty to animals regardless of the amount of time since the offenses.

R6. Any sex offender registrant.

R7. Any crime (felony or lesser) involving harm to a minor regardless of the amount of time since the offense.

R8. Any combination of two (2) or more offenses defined in R1(b), R2, or R4, regardless of the amount of time since the offenses.

Criminal offenses include “Attempted Crimes” in the above classifications.

USA Football Background Check Search Components

The background check should be run against at a minimum the following search components:

- 2 Multi-Jurisdictional Criminal Databases (“MJDS”) covering 50 States plus District of Columbia, Guam and Puerto Rico
- 2 National Sex Offender Registries
- Social Security Number validation
- Name and Address history records
- County criminal records search – based on county of longest residence within the last 5-year period
- An additional country criminal records search based on MJD result
- (If background check results are effective for more than one year) Re-check each 12 months of MJD and Sex Offender Registries

Other Potentially Disqualifying Factors

Even if an applicant passes a criminal background check, League may determine on its own that other factors disqualify an applicant, for instance if the individual is known to have:

- Been held liable for civil penalties or damages involving sexual or physical abuse of a minor
- Been subject to any court order involving any sexual or physical abuse of a minor, including but not limited to domestic order or protection
- A history with another organization (employment, volunteer, etc.) of complaints of sexual or physical abuse of minors
- Resigned, been terminated or been asked to resign from a position - paid or unpaid – due to complaint(s) of sexual or physical abuse of minors
- A history of other behavior that indicates they may be a danger to League participants.