

# RVP RULES & POLICIES

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The United States Bowling Congress Registered Volunteer Program was created to protect the young people who participate in USBC Youth programs. The following Rules and Policies, which will govern the program, have been developed in compliance with National Council of Youth Sports recommendations.

## **USBC Requires Uniform Background Screening**

All USBC Registered Volunteers are required to participate in the background screening program conducted by the National Center for Safety Initiatives (NCSI), even if they have submitted to background checks through an employer or another organization.

Consistent and uniform implementation of the USBC Registered Volunteer Program is critical to its success. All volunteers and applicable center employees must be treated the same and the same background screen criteria must be applied to all.

The NCSI background screening program focuses on criminal activities that pose a serious threat to children. It does not include credit checks or motor vehicle violations.

USBC's goal is to help the National Council of Youth Sports establish a uniform national background screening standard used by all major youth sports and social organizations, eliminating the need for duplications of background screens and creating a national network to prevent sexual predators from migrating from one sport or one state to another.

## **General Information**

The National Center for Safety Initiatives (NCSI), a national leader in the field of background screening and a company specifically dedicated to the protection of children, will be conducting the background screening for USBC.

NCSI will be using the most current records and technology available. A USBC Registered Volunteer background check will be valid for two years and the \$21.25 fee will cover an initial full screening plus an annual recheck of national criminal and sex offender registry data. Additional charges may apply in areas or states that require additional screening fees which is out of USBC's and NCSI's control.

## **Protecting the Rights of the Volunteers**

The USBC Registered Volunteer Program complies with the Fair Credit Reporting Act (FCRA), which provides specific protections to all USBC volunteers.

### **Under the FCRA, an applicant is entitled to:**

- Obtain a copy of their criminal history information.
- Challenge the accuracy and completeness of the criminal history information.

The FCRA also clearly establishes how criminal history records used during an appeal process and subsequent determinations must remain confidential.

NCSI will provide the highest possible levels of security to protect the privacy of USBC volunteers and their personal information according to the requirements of the Fair Credit Reporting Act (FCRA).



**REGISTERED VOLUNTEER PROGRAM**  
*DO YOU KNOW WHO'S ON THE LANES WITH YOUR KIDS?*

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## Who Must Register?

Anyone 18 years of age or older who has regular physical or verbal contact with USBC Youth bowlers, holds a position of authority or supervision over USBC Youth programs, has an opportunity to establish a position of trust, and/or has an opportunity to build a one-on-one relationship through USBC Youth programs must be a USBC Registered Volunteer.

**Specific roles or positions within the USBC Youth program that require registration include:**

### Positions of authority:

- USBC Headquarters employees
- USBC National Board and Youth Committee members
- Local Youth association board members in non-merged associations
- Local Youth Committee members in merged associations
- Local Association Manager

### Opportunity to build one-on-one relationships:

- USBC Youth league officers
- USBC Youth league or tournament coaches
- USBC Youth tournament directors
- Non-family members who serve as overnight trip chaperones

Bowling center participation in the RVP is optional; however, USBC encourages every bowling center to participate.

In participating centers, not every employee needs to go through the Registered Volunteer Program, only those 18 years of age and older who have direct, ongoing contact with USBC Youth bowlers.

**For example, the following individuals may fit this criteria:**

- Youth Director
- Bowling Center Manager

However, center management may request registration for other employees.

Additionally, employees who receive a "red light" do not need to be fired from their job. The RVP only requires that persons with a "red light" status not be involved in USBC Youth activities.

## Disqualification Rules

Criminal offenses that disqualify an individual from participation in USBC Youth programs are derived from guidelines developed by the National Council of Youth Sports (NCYS). The NCYS considers these criteria to be consistent with the principles of the federal PROTECT Act of 2003. These serve as the basis for the screen criteria used by NCSI in making a "green light" or "red light" determination for USBC volunteers.



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**Disqualification Rules, cont.** A “green light” means no disqualifying disclosure, offense pending disposition, or criminal record has been found in an individual’s background screening. A “red light” determination will result in disqualification of an individual from any involvement with USBC Youth programs. Disclosures, offenses pending disposition or convictions for any of the following offenses will result in a “red light” determination. Further investigation will be required when no record of the individual can be found, information provided by the individual is missing or inaccurate, or the individual refuses to provide the required information. Failure to satisfy required information will result in a “red light” determination.

**The criteria against which volunteers and applicable employees will be measured are:**

- R1. Any crime in an applicant’s lifetime involving force or threat of force against a person.
- R2. Any crime in an applicant’s lifetime in which sexual relations is an element, including “victimless crimes of a sexual nature (including pornography).
- R3. Any crime involving controlled substances (not paraphernalia or alcohol) as follows:
  - a. Lifetime for crime involving distribution, manufacture, or sale of controlled substance(s).
  - b. Prior 10 years for crime involving personal possession and/or consumption.
- R4. Any crime in an applicant’s lifetime involving cruelty to animals.
- R5. Any crime in an applicant’s lifetime involving harm to a minor.
- R6. Any felony punishable by confinement or probation for greater than one year, within the prior 10 years, that is not included in R1 through R5 above.
  - a. Defined on the basis of exposure for the offense for which the defendant was convicted, pled guilty or pled nolo contendere. If pled down, then the crime to which the defendant ultimately pled.
  - b. Defined as all crimes punishable by greater than one year in jail or prison, or probation, regardless of how characterized by jurisdiction. If range, alternate sentencing, outer range greater than one year.

**The following information will result in further investigation involving the applicant and the appropriate courts, which will lead to a determination of either a “red light” or a “green light”:**

- Expunctions, restorations of rights, or pardons of a criterion offense;
- Any charge involving a child resulting in a disposition favorable to the applicant; or
- Arrest(s) or conviction(s) where it is not readily apparent if drugs or alcohol is involved unless it is a felony conviction as defined in R6.



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**Code of Conduct Violations** USBC retains the right to suspend, revoke or deny Registered Volunteer status to an individual on the basis of violations of the RVP Code of Conduct or persistent patterns of abusive or disruptive behavior or suspension of membership privileges.

**Appeals Process** USBC will ensure every volunteer who wishes to work with USBC Youth programs has a fair and equitable opportunity to do so. In the event a volunteer wishes to challenge the results of a background screen, he/she will be granted the right to appeal:

- Upon finding a record that may result in a “red light” determination, NCSI will contact the volunteer to make certain all information provided is accurate. The volunteer’s information will be investigated to confirm the accuracy of the information before a determination is reached.
- If the investigation results in a “green light” status, the volunteer will be eligible to work with the USBC Youth programs.
- If the investigation results in a “red light” status, the volunteer is immediately disqualified from further work with the USBC Youth programs.
- A “red light” volunteer has 30 days in which to appeal his/her record, information of circumstances to a USBC Appeals Board. The decision of the Appeals Board will be final.

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