

USA SHOOTING
BACKGROUND CHECK POLICY

I. Purpose: To ensure compliance with USA Shooting's (USAS) Child Abuse/Molestation Policy & Program by conducting background checks on all personnel employed by or associated with USAS that would constitute a risk for non-compliance with the policy.

II. USAS will use a recognized firm to conduct background checks.

III. Positions requiring a background check are:

A. All USAS employees. All employees of USAS are subject to one on one contact with athletes of all ages and, therefore, will be subject to a background check as a condition of employment.

B. All officially named Assistant National Coaches.

1. The Director of Operations will maintain the official listing of Assistant National Coaches. This list will be reviewed and updated annually.

2. No individual will be granted Assistant National Coach status without first undergoing and receiving a clear report from a background check.

IV. Frequency of background checks. Background checks will be updated once every three years on those employees with the highest exposure to young athletes. The updated background checks will be conducted on the following:

1. USAS National Coaches.

2. USAS officially named Assistant National Coaches

3. USAS Director of Youth Programs

V. Information received from the application for, or the report from, a background check will be kept confidential. Records from the background check process will be maintained by the Director of Operations in a locked container to ensure the privacy all individuals undergoing a USAS initiated check. All records will be destroyed, by shredding, upon termination of employment, upon receipt of an update report, or after three years of inactivity in USAS programs.