



USA SHOOTING BACKGROUND CHECK POLICY

Effective: August 18, 2026

Table of Contents

1. Purpose	Page 1
2. Applicability of Policy	Page 1-2
3. Background Check Requests	Page 3
4. Background Check Search Requirements	Page 3-4
5. Flagged Offenses	Page 4-5
6. Limitations on Actions	Page 5

1. Purpose

USA Shooting is committed to the safety of athletes and participants involved in sport and requires background checks in order to (a) foster a safe environment at all competition and training environments sanctioned and/or overseen by USA Shooting; (b) create a safe living, training, and competition environment for athletes and other individuals associated with USA Shooting; and (c) protect persons at risk, including, but not limited to, minors and vulnerable adults.

This policy sets forth USA Shooting's background check standards and outlines the guidelines for the use of background checks to determine eligibility for USA Shooting membership and for participation in USA Shooting programs and services.

2. Applicability of Policy

The requirements of this policy apply to all individuals that are eighteen (18) years of age or older in the following categories ("Applicable Individuals"):

- A) All USA Shooting employees, staff and individuals that USA Shooting formally authorizes, approves or appoints to (a) serve in a position of authority over or (b) have regular contact with athletes. This shall include, but is not limited to:
 - Employees, Staff and Interns
 - Board, Committee and Task Force Members
 - Coaches, Trainers, Coordinators, or medical personnel
 - Officials, Referees, and Range Officers

- All athletes and alternates, training partners, team leads and guides eighteen (18) years of age or older who are selected by USA Shooting to participate on national or international teams or Delegation Events
 - USA Shooting Club Adult Athletes, Team Leads, Volunteers, Contractors, Vendors or anyone else who has with regular contact with minor athletes and/or authority over minor athletes
 - All athletes and alternates, training partners, guides, or other individuals authorized or nominated by USA Shooting to work with athletes or other participants while at any USA Shooting Training Site, including any Olympic & Paralympic Training Center, U.S. Olympic & Paralympic Committee (“USOPC”) High Performance Training Center, or competition event to which USA Shooting sends athletes;
- B) All assistants or personal care assistants who are funded by USA Shooting, have a contractual obligation with USA Shooting, are credentialed by USA Shooting, or otherwise have regular contact with USA Shooting athletes;

Those under eighteen (18) years of age who wish to hold one of the above Applicable Individual positions must obtain their parent’s permission to complete training provided by the U.S. Center for SafeSport prior to holding the position (e.g., coach, etc.) and must at the age of eighteen (18) complete a background check prior to continuing to serve in any Applicable Individual position.

Each USA Shooting Training Site or Club shall require criminal background checks in compliance with the background search components, for those individuals it authorizes, approves or appoints (a) to serve in a position of authority over athletes, or (b) to have regular contact with athletes.

Individuals affiliated with the media who are authorized or credentialed by USA Shooting to access a Training Site or attend a competition run by USA Shooting are required to undergo a criminal background check if they have unsupervised one-on-one interactions with athletes.

USA Shooting’s contracts with third-party vendors or contractors that are in a position of authority over or in regular contact with athletes will include the background check requirements set forth in this policy. Such contracts shall also specify that certification must be provided by the vendor or contractor upon request by USA Shooting to confirm that the mandated background checks were conducted.

When partnering with the USOPC, another National Governing Body (“NGB”), any community organizations (e.g., YMCA, Boys and Girls Club, etc.) or other Local Affiliated Organizations (“LAO”) for events, USA Shooting shall ensure that the partnership agreement includes language regarding background check requirements. The agreements shall also specify that certification must be provided by the partner organization upon request to confirm that the mandated background checks were conducted, and USA Shooting will validate background check completion using such certification.

Note: Applicability of this policy does not supersede or replace applicability of USOPC Background Check requirements or state law. Some members of USA Shooting may be subject to this policy that are not subject to the USOPC policy and vice versa.

3. Background Check Requirements

No Applicable Individual may be a member of USA Shooting or have USA Shooting authorized contact with athletes if they do not pass the applicable background check.

A background check for an Applicable Individual shall be conducted prior to the commencement of a new role or competition and shall be updated no less than every two (2) years thereafter. Background checks may be conducted more frequently as part of routine background check updates and/or if a permissible purpose (as defined by state law) has been determined.

4. Background Check Search Requirements

The following search requirements will be used for any background check called for in this policy:

- A. Social Security Number validation;¹
- B. Name and address history records;
- C. Two independent Multi-Jurisdictional Criminal Database searches covering 50 states plus DC, Guam, and Puerto Rico;
- D. Federal District Courts search for each name used and district where the individual currently lives or has lived during the past seven years, going back the length of time records are available and reportable;
- E. County Criminal Records for each name used and county where the individual currently lives or has lived during the past seven years, going back the length of time records are available and reportable for each county searched;
- F. National Sex Offender Registry database search of all available states, plus DC, Guam, and Puerto Rico;
- G. Multiple National Watch Lists;
- H. SafeSport Disciplinary Records;²
- I. Comprehensive International Records search for persons who have lived outside of the United States for six consecutive months in any one country, during the past seven years;³
- J. Motor Vehicle Records of at least a 3-year history in the state of licensure; (if driving is required for position);

Supplemental Background Checks. All supplemental off-year background check screens will be conducted using at least the following search components:

- A. Multi-Jurisdictional criminal database covering 50 states plus DC, Guam, and Puerto Rico
- B. Sex Offender Registry database searches of all available states, plus DC, Guam, and Puerto Rico; and

¹ Or suitable alternative identification verification process as determined by the background check vendor.

² Until the process is automated, this component will not be audited.

³ International record checks vary from country to country. The background check vendor will provide comparable search components depending on the laws of that specific country.

C. SafeSport Disciplinary Records

5. Flagged Offenses

Any results that meet the criteria set below (each, a “Red Light” Finding) must be reported to the USA Shooting Ethics Committee at Ethics@usashooting.org.

- A. Any felony or criminal offense punishable by imprisonment for more than one year; and
- B. Any misdemeanor involving:
 - i. Criminal offenses of a sexual nature, to include without limitation; rape, child molestation, sexual battery, lewd conduct, possession and distribution of child pornography, possession and distribution of obscene material, prostitution, indecent exposure, public indecency, and any sex offender registrant;⁴
 - ii. Drug related offenses;
 - iii. Harm to a minor or vulnerable person, including, but not limited to, offenses such as child abandonment, child endangerment/neglect/abuse, contributing to the delinquency of a minor, and DUI with a minor;
 - iv. Violence against a person, force, or threat of force (including crimes involving weapons and domestic violence);
 - v. Stalking, harassment, blackmail, violation of a protection order, and/or threats;
 - vi. Destruction of property, including arson, vandalism, and criminal mischief; and
 - vii. Animal abuse, cruelty, or neglect.

Any person’s participation in a USOPC event or competition will be subject to appropriate USOPC background checks and potentially to a USOPC secondary review of previously completed USA Shooting background checks.

Offense Preliminary Review

In the event of “Red Light” Finding, the Chair of USA Shooting Ethics Committee (“Ethics Committee Chair”) or their designee, shall make a preliminary ruling on the disqualification or conditional status of membership or participation in USA Shooting activities. Should the finding involve the Ethics Committee Chair or if the Ethics Committee Chair is conflicted, in keeping with the USA Shooting Bylaws and Conflict of Interest Policy, the Chair of USA Shooting Judicial Committee shall act in his or her place.

The Ethics Committee Chair’s determination in relation to a background check may include, but is not limited to:

- a. Disqualification for membership;

⁴ Any individual that has been convicted of, received an imposition of a deferred sentence for, or any plea of guilty or no contest for any sexual crime, criminal offense of a sexual nature, and/or is a sex offender registrant must be reported to the U.S. Center for SafeSport.

- b. Probationary status for membership;
- c. Restrictions on membership, including, but not limited to:
 - a. Prohibition from driving vehicles (including privately owned) while conducting any membership role; or
 - b. Prohibition from being a signing officer for USA Shooting or a member non-profit organization and/or having financial oversight, including cash handling.

Review of Preliminary Ruling

Individuals may request a hearing via the USA Shooting Complaint/Grievance Policy and Hearing Procedures to contest the preliminary ruling, including the disqualification from membership as a result of a “Red Light” Finding.

An applicant may also dispute the accuracy of the reported information with the NGB Background Check provider by contacting USA Shooting directly via Compliance@usashooting.org.

6. Limitations on Action

Screening Reviews Conducted in Relation to Nominations

In addition to reviews above, the results of a pre-appointment review of a candidate for a governance position may be considered by the USA Shooting Nominations and Governance Committee. The Committee may not reduce, limit or constrain any of the requirements in this policy.

CEO Discretion in Requiring Background Checks

The CEO or, the Ethics Committee Chair in a situation where the CEO is involved or conflicted, may require background check requirements beyond those mandated in this policy at his or her discretion and in conformance with state or federal law.

The CEO may not reduce, limit or constrain any of the requirements in this policy.