



NATIONAL CENTER
FOR SAFETY INITIATIVES
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EFFECTIVE BACKGROUND SCREENING



**US YOUTH
SOCCER**[®]

NAVIGATING THE CHALLENGES AND
MAXIMIZING THE BENEFITS

USYOUTHSOCCER.ORG

NCSI: Safety thru Integrity, Vision, Technology & Purpose

NCSI'S MISSION:

To serve as a leading resource in an overall effort to eradicate harm and loss in organizations and communities across the globe through increased awareness and training, the creation of national standards, and the integration of fully-managed risk management programs, inclusive of background screening.




Why is Risk Management & Background Screening Important?

The Statistics:

In the last year alone, NCSI issued "Red Light" determinations for many serious crimes, including:

- Murder
- Rape
- Attempted Rape
- Kidnapping
- Child Abuse
- Manslaughter
- Armed Robbery
- Unlawful Sexual Intercourse with a Minor
- Manufacture/Distribution Controlled Substance
- Embezzlement
- Forgery
- Assault with a Deadly Weapon

- 
- Applicants **willingly** submitted to background screening;
 - Some had successfully passed background screening with other companies!

NATIONAL STATISTICS

1 in 10

CHILDREN ARE SEXUALLY ABUSED BEFORE 18 YEARS OLD

Nearly 70%

OF ALL REPORTED ASSAULTS OCCUR TO CHILDREN AGES 17 & UNDER - MEDIAN AGE IS 9 YEARS OLD

In 90%

OF CASES, THE CHILD IS FAMILIAR WITH THE OFFENDER

Only 10%

OF OFFENDERS ARE COMPLETE STRANGERS

More than 747,000

REGISTERED SEX OFFENDERS IN THE UNITED STATES

About 39 million

SURVIVORS OF SEXUAL ABUSE IN AMERICA TODAY



WORKING WITH ADOLESCENTS MEANS MORE RESPONSIBILITY & LIABILITY

- Corporate vs. "Youth Serving" - Parents expectation of "safety" for their child
- Community Environment - High profile Public Relations and reputation risk
- Close Personal Relationships - Athletes often have dependent relationships on coaches
- Incidents are likely to have direct impact on membership
- Paradoxical relationship between resources and responsibility - Organizations with highest responsibilities often have least amount of resources.

DON'T BE FOOLED BY NAMES AND APPEARANCES!



01

"Background Check" can be a catch-all term: you need to check the "stuffing"

02

Check the details to distinguish the "thin" database checks from the complete screening programs.

03

Beware of instant results!



INSTANT CHECKS: THINGS THAT SEEM TOO GOOD TO BE TRUE - USUALLY ARE

What is Missed with Database-Only Checks:

- Out-of-state Criminal Records
- Hands-on Court Research
- Data that is gathered from **multiple** Sources and Databases
- A team of Dedicated Staff to Review all Documents
- Live Customer Service
- The ability to have Customized Screening Packages for Different Groups of Staff or Volunteers based upon their Roles and Positions
- Policy Development Assistance
- Help with Compliance Issues



**Database-only Checks
can leave an
organization
vulnerable**



APPROPRIATE SOURCES OF DATA ENSURE THE BEST AVAILABLE INFORMATION

THE "COMPLETE" CRIMINAL REPOSITORY MYTH

- "National" Database Search
- County Criminal Searches
- Federal District Searches
- State Sex Offender Registries; Statewide Criminal Searches
- DOJ Sex Offender Registry
- Motor Vehicle Record Searches
- Social Security Number Validation
- Address History Traces
- OFAC - Terrorist Watch List
- Fingerprint System through State Police
- FBI Fingerprinting System

HIGHLY FRAGMENTED

- Court Reporting Varies

DIFFICULT TO NAVIGATE

- Varying definitions used from one court to another

DIFFICULT TO NAVIGATE

- Quality & Quantity of Data Reported by Various Sources

* NCSI Test of Providers Revealed Differences of up to 30% in Records Sourced/Missed from one Provider to Another

EVALUATING CRIMINAL RECORDS IS TRICKY BUSINESS WITH SERIOUS RAMIFICATIONS

DID YOU KNOW?

- **The Criminal**

records system is largely based on Names and DOBs?

- **SSNs**

are used as a means of gathering previous address history, but are not generally used to verify criminal records?

- **State**

Sex Offender Registries may list hundreds of matches for a common name?

- **Without**

proper identity verification you run the risk of false accusations if you have the wrong information?

- **Crimes**

may be classified and described differently from one jurisdiction to another?

- **Example:**

Mayhem



A SYSTEM OF SAFE, RELIABLE & EFFICIENT RECORD MANAGEMENT IS A MUST

- Privacy Issues
 - Intake & storage of SSNs and other consumer information in a manner that ensures confidentiality
- Protection from ID Theft & Other Abuses of Information
- Ability to Retrieve & Produce Documentation relating to the Background Screening Process is Essential
- Confidentiality and limited access within the Organization
- Value of a Third Party in Administration



Protect Your **PEOPLE**

- High Profile Cases involving Coaches and Other Trusted People
- Startling National Statistics – Not if, but When
- Legal responsibilities can carry over personally to coaches and admins
- Children deserve to be safe



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Protect Your *ASSETS*

- High Volume of Cash-based Transactions in Youth Sports
- Difficult to Oversee and Know if Money or Property is Missing
- Insurance eligibility (Abuse & Molestation) may be impacted
- Financial losses can be significant in case of a serious case of misconduct

Protect Your **BRAND**

- Membership-based Organization, reliant on reputation for participation
- Trust between Parents and Organization/Athlete and Organization
- One news story can make all the difference



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WHAT YOU SHOULD EXPECT FROM YOUR SCREENING PROVIDER

1. Product Descriptions:

- Clear Understanding of What You're Getting - and What You're Not
- Avoid "cookie cutter" limitations, if possible

2. Accuracy in the Data:

- Reportability of Records
- Quality Information that Matches Registrant

3. Secure Registration Process - Protect PII

4. Evaluation Compared to **YOUR** Criteria

5. Timeliness in Delivery

Protect

WHAT YOU SHOULD EXPECT FROM YOUR SCREENING PROVIDER

6. Assistance on Compliance with Applicable Laws & Regulations:

- Collection of Consent & Authorization
- FCRA Notices
- Dispute Intake & Resolution

7. Indemnification

8. Proven experience working with YSO in Amateur Sport

9. Responsiveness to Your Needs & Circumstances

- Integration with Registration System
- Assistance with SafeSport Compliance

CONTACT INFORMATION

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