

USATM
LACROSSE



USA LACROSSE
ATHLETE PROTECTION
AND SAFETY POLICY

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I. OVERVIEW

A. INTRODUCTION AND APPLICATION

A paramount principal of USA Lacrosse is ensuring that all athletes and participants are provided with the opportunity for safe and fun lacrosse. USA Lacrosse is committed to providing a positive environment that is free of misconduct and abuse. The following policy sets forth standards and responsibilities to achieve this outcome. The USA Lacrosse Athlete Protection and Safety Policy applies to all Covered Individuals and Participants as defined below.

This document is not intended to and does not replace the Protecting Young Victims from Sexual Abuse and Safe Sport Authorization Act of 2017, any applicable employment policies, or federal or state law. This policy also does not restrict an individual's right to file charges or claims with law enforcement or other appropriate agencies, or in a court of law.

All USA Lacrosse members are responsible for familiarizing themselves with this policy and conducting themselves in a manner that is representative of USA Lacrosse's mission and values. As a condition of becoming a member, or renewing USAL membership, members agree to abide by this Athlete Protection and Safety Policy and the processes outlined below. This policy may be modified at the discretion of USA Lacrosse.

B. DEFINITIONS

For the purpose of this policy, the words below will have the following definitions:

Bullying Behavior

Repeated and/or *severe* behavior that is aggressive, directed at a minor, and intended or likely to hurt, control, or diminish the minor emotionally, physically, or sexually. Bullying Behavior may include, without limitation, physical, verbal and sexual conduct, the use of social media or cyber bullying, acts of exclusion or shunning, or criminal conduct (conduct described as bullying under federal or state law), and exclusion.

Conduct may not rise to the level of bullying, hazing, harassment, or a threat if it is simply rude (inadvertently saying or doing something hurtful), mean (purposefully saying something hurtful, but not as a pattern of behavior), or arising from conflict or struggle between persons who perceive they have differing views and/or positions. Bullying, hazing, and harassment do not include professionally accepted coaching methods for skill enhancement, physical conditioning, team building, appropriate discipline, or improved athlete performance.



Bullying, hazing, and harassment can occur between minors, and it is a violation of this policy for a Covered Individual to be aware of bullying, hazing, and harassment and fail to intervene on behalf of the targeted athlete(s).

Child, Minor, or Youth

Any individual under the age of 18 years.

Child Abuse and Neglect (Including Child Sexual Abuse)

As defined in The Federal Child Abuse Prevention and Treatment Act (CAPTA), (42. U.S.C.A §5106g), and amended and reauthorized by the CAPTA Reauthorization Act of 2010 child abuse and neglect is any recent act or failure to act on the part of a parent or caretaker, which results in death, serious physical or emotional harm, sexual abuse, or exploitation, or an act or failure to act which presents an imminent risk of serious harm. It also includes other conduct prohibited by applicable local and state law.

Child sexual abuse is the employment, use, persuasion, inducement, enticement, or coercion of any minor to engage in, or assist any other person in, any sexually explicit conduct or simulation of such conduct for the purpose of producing a visual depiction or such conduct; or the rape, and in cases of a caretaker or interfamilial relationships, statutory rape, molestation, prostitution, or other form of sexual exploitation of minors or incest with minors.

Federal legislation sets the minimum standards for child abuse and neglect. Each state has its own definition. Information about state law definitions may be found at Child Welfare Information Gateway's State Statues Search page at:

<https://www.childwelfare.gov/topics/systemwide/laws-policies/state/>

Covered individuals shall not engage in, aid in (whether directly or indirectly), or be the subject of civil or criminal charges related to Child Abuse and Neglect, including Child Sexual Abuse and Exploitation, as defined under applicable federal and state laws. This also includes but is not limited to the production and/or dissemination of materials (including digital content) of minor athletes that is sexual in nature.

Covered Individual

Any individual (minor or adult) who:

1. Is a current USAL member, is applying for membership, or is a former USAL member at the time of a possible USA Lacrosse Athlete Protection and Safety Policy violation.
2. Is an adult athlete or non-athlete, who USA Lacrosse authorizes, appoints, or approves to a position of authority over, Involving frequent contact with athletes;
3. Covered individuals also include:



- a) Persons registered with USA Lacrosse as Coach or Official Members, or Volunteers
- b) Persons serving as a member of USA Lacrosse's Board of Directors, or appointed to a USA committee, subcommittee, or other similar positions.
- c) All coaches, officials, volunteers, or staff (i.e., trainers and physicians) for any of USA Lacrosse's National Teams, camps, or national level programs.
- d) All USA Lacrosse employees and staff

Criterion Offenses

A disposition or resolution of a criminal proceeding, other than an adjudication of not guilty, or the existence of pending charges, for any of the below criminal offenses:

1. Any felony; and
2. Any misdemeanor involving:
 - a. All sexual crimes, criminal offenses of a sexual nature to include but not limited to; rape, child molestation, sexual battery, lewd conduct, possession and distribution of child pornography, possession and distribution of obscene material, prostitution, indecent exposure, public indecency, or potentially require registration as a sex offender;
 - b. Any drug-related offenses;
 - c. Harm to a minor, including, but not limited to, offenses such as child abandonment, child endangerment/neglect/abuse, contributing to the delinquency of a minor, or DUI with a minor;
 - d. Violence against a person, force, or threat of force (including crimes involving deadly weapons and domestic violence);
 - e. Stalking, harassment, blackmail, violation of a protection order, or threats;
 - f. Destruction of property, including arson, vandalism, and criminal mischief; or
 - g. Animal abuse, cruelty, or neglect.

Criminal offenses also include "Attempted Crimes" in the above classifications. Criminal conduct is relevant to an individual's ability to participate in sport. The age of a criminal charge or disposition is not relevant to whether this policy has been violated but may be considered for disciplinary action including but not limited to suspension or termination of membership with USAL.

It is a violation of this policy for a covered individual to be subject to any disposition or resolution of a criminal proceeding involving any of the listed criterion offenses other than an adjudication of not guilty, including but not limited to: an adjudication of guilt or admission to a criminal violation, a plea to the charge or a lesser included offense, a plea of no contest, disposition of the proceeding through a diversionary program, deferred



adjudication, deferred prosecution, disposition of supervision, conditional dismissal, juvenile delinquency adjudication, or similar arrangement.

Emotional Abuse and Misconduct

Emotional abuse and misconduct involve a pattern of deliberate, non-contact behavior that has the potential to cause emotional or psychological harm. Non-contact behavior includes verbal and physical acts that deny attention or support. Emotional abuse and misconduct also include any acts or conduct prohibited by federal or state law (e.g., child abuse and neglect). It does not include professionally accepted coaching methods aimed at skill enhancement, team building, or improved athlete performance.

Examples of emotional abuse prohibited by this Policy include, without limitation: a pattern of

- i. verbal behaviors that
 - a. personally attack a covered individual and/or minor or
 - b. repeatedly and excessively yelling at a particular participant or participants in a manner that serves no productive motivational purpose;
- ii. physically aggressive behaviors, such as
 - a. throwing sports equipment, chairs, or other items at or near participants or
 - b. punching walls, windows, or other objects; and
- iii. acts that deny attention or support, such as ignoring or isolating a participant for extended periods of time.

Emotional abuse often, but not always, involves a pattern of, or repeated, conduct. A single incident of any of the above conduct, although inappropriate, may not rise to the level of emotional abuse. Criticism given in a constructive manner is not emotional abuse or misconduct. Emotional abuse and misconduct do not include professionally accepted and age-appropriate coaching methods for skill enhancement, physical conditioning, motivation, team building, or improving athletic performance. Emotional Abuse and misconduct also do not include conduct between opponents or Covered Individuals within the play of game. Such conduct should be referred to the local lacrosse program or organization.

Bullying, threats, harassment, and hazing often involve some form of emotional misconduct.

Harassment

Repeated and/or severe conduct that (a) causes fear, humiliation or annoyance, (b) offends or degrades, (c) creates a hostile environment, or (d) discriminates against an individual or group based on age, race, ethnicity, culture, religion, natural origin, mental or physical disability; or any other criteria identified under applicable federal or state laws. Whether



conduct is deemed as harassment or not depends on the totality of the circumstances, including nature, frequency, intensity, location, context, and duration of the behavior.

Hazing

Any physical, mental, emotional, or psychological conduct that endangers, abuses, humiliates, degrades, or intimidates another individual as a conditioning of joining or being accepted by a group, team, or organization. Consent is not a defense to Hazing, regardless of the person's perceived willingness to cooperate or participate.

Local Lacrosse Organization (LLO)

A regional, state, or local lacrosse program, club, or organization that requires USA Lacrosse membership for its coaches, athletes, and/or officials.

Mandated Reporter

A mandated reporter is an individual who is required by federal or applicable state law to report reasonable suspicion of abuse or neglect to the appropriate authorities (law enforcement and Child Protective Services).

Participant

Participants include any athletes, coaches, officials, and administrators, as well as volunteers who regularly engage with a club, team, school, or youth serving organization within the activity of lacrosse. A participant can be an adult or a minor.

Physical Abuse and Misconduct

Any intentional contact or non-contact behavior that causes, or reasonably threatens to cause, physical harm to another person outside the context of the physical conditioning, team building, and improved athlete performance or conduct between opponents that occurs during the play of game.

Physical abuse and misconduct do not include physical contact or professionally accepted methods such as skill enhancement, physical conditioning, team building, or improving athlete performance. Physical abuse also does not include conduct between opponents that occurs during or within play of game.

Power Imbalance

A power imbalance exists where, based upon the totality of the circumstances, an individual has supervisory, evaluative, or other authority over another. Once a coach - athlete relationship is established, a power imbalance is presumed to exist through the coach-athlete relationship (regardless of age) and is presumed to continue for minors after the coach-athlete relationship terminates and until the minor athlete reaches 20 years of age. A power imbalance may exist, but is not presumed, where an intimate

relationship existed before the sport relationship (e.g., a relationship between two spouses or life partners that preceded the sport relationship).

Sexual Misconduct

Sexual misconduct is any contact or non-contact sexual interaction that is either non-consensual; Is forced, coerced, or manipulated: or is perpetrated in an aggressive, harassing, exploitative, or threatening manner. It also includes any act or conduct prohibited under federal or applicable state law (e.g sexual abuse, sexual exploitation, rape).

Sexual misconduct includes but is not limited to:

- a) Sexual contact with a minor
 - a. Touching, slapping, or otherwise contacting the buttocks or genitals
 - b. Intentional exposure of private areas, including the unintentional or intentional exposure of breasts, buttocks, groin, genitals, or coercion of another to do so to an adult where there is a power imbalance, or to a minor.
 - c. Excessively touching or hugging
 - d. Kissing
- b) Sexual harassment
- c) Sexual exploitation of a minor or exposing a minor to imagery of sexual nature
- d) Engaging in an intimate or romantic relationship where there is a Power Imbalance (as defined in Section 1B).

II. IDENTIFYING, PREVENTING, AND REPORTING

A. PROHIBITED CONDUCT

USA Lacrosse requires the highest standard of integrity to ensure that misconduct and abuse does not occur at any level. The privilege of participation with USA Lacrosse may be limited, conditioned, suspended, terminated, or denied if USAL receives a background screening report that includes a Criterion Offense or if a Covered Individual engages in conduct prohibited by this policy.

Prohibited conduct includes:

- Child Abuse and Neglect
- Child Sexual Abuse and Exploitation
- Sexual Misconduct
- Emotional Misconduct
- Bullying, Hazing, and Harassment
- Physical Misconduct
- Misconduct Related to Reporting

This policy is not meant to cover on-field conduct that is governed by rules of play or inappropriate or noncriminal misconduct that occurs off the field between two adults (age 18 years and older).

B. MISCONDUCT RELATED TO REPORTING

As a result of the Protecting Young Victims from Sexual Abuse and SafeSport Authorization Act of 2017, USAL policy states that individuals designated as Mandated Reporters, are required to report any suspected or alleged child abuse and neglect, including child sexual abuse, to the appropriate authorities (*both* Law Enforcement and Child Protective Services) immediately. Failure to report suspected child abuse or neglect can result in civil liability or criminal charges. In addition, for cases of suspected child abuse or criminal conduct, USA Lacrosse policy requires participants to submit an online Misconduct Report (<https://www.usalacrosse.com/misconduct-reporting-form>) with the USAL Athlete Protection and Safety Program.

USA Lacrosse has zero tolerance for any sexual misconduct involving any minors. In some cases, sexual misconduct may occur between minors. Sexual misconduct occurring between minors is also prohibited under USA Lacrosse policy and applicable federal and state laws.

All applicable reporting requirements under applicable federal and state laws and USA Lacrosse policy should be followed for any suspicions or allegations of sexual misconduct



involving a minor. Additionally, USA Lacrosse should be notified of a confirmed criminal report of sexual misconduct.

Filing a knowingly false allegation that an individual engaged in prohibited conduct is a violation of USA Lacrosse policy. Any person knowingly making a false allegation shall be subject to disciplinary action by USA Lacrosse. A false allegation is different than an unsubstantiated allegation. An unsubstantiated allegation means that there is insufficient supporting evidence to determine whether or not an allegation is true or false. Absent demonstrable misconduct, an unsubstantiated allegation alone is not a policy violation.

USA Lacrosse also prohibits retaliation against anyone for engaging in USA Lacrosse's Athlete Protection and Safety Program reporting process. A Covered Individual, someone acting on behalf of the Covered Individual, or any other participants subject to USA Lacrosse policy shall not take any adverse actions against a person for making a good faith report of possibly policy violations. Retaliatory behavior includes, without limitation, threats, intimidation, harassment, or any other form of conduct that would discourage a person from engaging or participating in USA Lacrosse's processes. Retaliation can be present even when there is a finding that no violation of USA Lacrosse policies occurred.

C. ONE-ON-ONE INTERACTIONS

One-on-one interactions involve interactions between one adult participant and one youth athlete in settings of privacy or outside the scrutiny of others. These interactions are only acceptable in emergencies, with the written permission of a parent/guardian, or in certain other limited where the nature of the interaction requires privacy such as an individual meeting to address a minor athlete's personal concerns, goals, or academic performance. Guidelines for one-on-one interactions must be observed in the following circumstances:

- 1) Any individual meeting should occur when another adult is present and where interactions can be easily observed and interrupted.
- 2) Where possible, the individual meeting should take place in a publicly visible and open area, such as the corner of the gym or on the sidelines.
- 3) If an individual meeting is to take place in an office, the door should remain unlocked and open, and in the presence of another adult
- 4) If a closed-door meeting is necessary, the coach, staff member and/or volunteer must inform another coach, staff member and/or volunteer and ensure the door remains unlocked and windows, curtains, or blinds remain open. The secondary adult must remain on premises while the meeting is occurring.

Individual training with an athlete or participant may also be desired or necessary. USA Lacrosse strongly encourages a parent or guardian to be present during individual training session(s). In circumstances where the parent or guardian cannot be present, USA Lacrosse



requires the presence of a second adult and prior written permission from a minor athlete's parent or guardian.

Minor athletes and participants should not be left unattended or unsupervised during team activities. Covered Individuals and other adults are prohibited from being alone with an unrelated individual minor athlete or participant in any indoor or outdoor area, including personal vehicles and locker rooms, unless under emergent circumstances.

USA Lacrosse discourages one-on-one interactions between unrelated minor athletes and Covered Individuals in settings outside of the program (including, but not limited to, one's home, restaurants, and individual transportation), unless parent or legal guardian consent is provided in written form for each out-of-program contact.

D. REPORTING REQUIREMENTS AND PROCEDURES

Under Federal Law and USA Lacrosse policy, all USA Lacrosse Employees, National Team Staff and Volunteers, and adult Participants are **Mandated Reporters**. Individuals with any of these designated roles are required to immediately report any suspicions or allegations of child abuse or neglect, including child sexual abuse, to both law enforcement and Child Protective Services. Further, any criminal misconduct not including child abuse or neglect should be immediately reported to the appropriate law enforcement agency. Any criminal misconduct that warrants a report to Law Enforcement of Child Protective Services should also be submitted to USAL via the [online Misconduct Reporting Form](#).

USA Lacrosse does not investigate suspicions or allegations of child abuse or neglect, including child sexual abuse or exploitation, or attempt to evaluate the credibility or validity of such allegations. LLOs or Covered Individuals must not investigate either; if there are concerns of child abuse or neglect, they should file a report with Law Enforcement and Child Protective Services and fully cooperate with any criminal or civil investigations conducted by either authority. If assistance is needed in determining where to report, please visit [Childhelp's Find Your Local Child Protective Services Phone Number](#) or call the **Childhelp National Child Abuse Hotline 1-800-422-4453**.

Nothing in this policy shall be construed to require a victim of child abuse or other misconduct to self-report. Allegations of criminal misconduct should only be Investigated by Law Enforcement, Child Protective Services, or USA Lacrosse. The Individual reporting should not take It upon themselves to Investigate their claims.

Violations of this policy not involving child abuse or neglect can also be reported to USAL using the Misconduct Reporting Form. Generally, violations of this policy that do not involve a suspicion or allegation of child abuse or neglect should initially be reported to the program administrator or designated athlete safety coach of the LLO prior to reporting



with USAL. Following any local or state laws that the program's policies, a determination for a Participant's ongoing involvement with the program, should be based on the nature and frequency of the violation. If the LLO determines the conduct requires that the Participant be removed from contact with youth Participants, a report should be submitted to USAL. If the misconduct is found to be criminal, the LLO is responsible for immediately reporting to appropriate authorities and informing USAL using the [Misconduct Report](#) online.

A substantiated report of criminal misconduct involving a Covered Individual to USAL will result in immediate suspension of membership. USAL may also respond to substantiated report of non-criminal misconduct in violation of this policy if it determines, in its discretion, that the matter effects national Interests or significantly Impacts its mission and values. **Reports must be substantiated, that is involve conduct in violation of this policy that is supported by facially credible evidence.**

Once a substantiated report of child abuse or neglect, or of criminal activity is made, USAL will immediately suspend membership and contact the Covered Individual detailing how to make an appeal to the Athlete Protection and Safety Program. A decision to grant or deny the appeal will be made following an internal review of the letters submitted by the member. If a covered individual's membership has been suspended or terminated, their respective LLO will be notified. The member's local lacrosse organization holds the right to take further action as they deem appropriate.

If the individual being reported is not currently a USA Lacrosse member, the USA Lacrosse Manager, Athlete Protection and Safety, in accordance with the USA Lacrosse Athlete Protection and Safety policy, may ban the individual from applying for membership in the future.

LLOs should develop specific guidelines and procedures to implement reporting requirements that align with their local and state mandated reporting laws.

III. ATHLETE PROTECTION AND SAFETY REQUIREMENTS

A. ONLINE ABUSE PREVENTION TRAINING

In accordance with the Protecting Youth Victims from Sexual Abuse and Safe Sport Authorization Act of 2017, adult members who have regular contact with or authority over athletes are required to follow the prescribed conduct for their protection and for the protection of the minors with whom they work. This is particularly important for limitations on one-on-one interactions as required by Federal Law. Online Abuse Prevention Training provides education and on identifying, preventing, responding to, and reporting misconduct. This training is mandatory for persons in the following roles, except as noted:

- i. Coach Member
- ii. Official Member (currently optional)
- iii. Certified Trainers, Certified Assigners, Certified Officials Observers (ODP)
- iv. National Team Program and Development Program (athlete, coach, chaperone)
- v. USA Lacrosse Volunteer at a USAL Clinic, Development Program, or Athletic Event (18U)
- vi. USA Lacrosse Chapter Leadership (President, Secretary, and Treasurer)
- vii. USA Lacrosse National Volunteer on the Board or committee/subcommittee
- viii. Employees of USA Lacrosse

The training is developed and paid for by USA Lacrosse to ensure it meets all requirements. Results are to be recorded in the USAL Membership database. The initial training must be completed prior to acting in a position with interaction or oversight of minors. Expiration of the course occurs two (2) years from the date of completion and needs to be retaken in order to maintain an affiliation with USA Lacrosse that includes interaction with or oversight of minors. Failure to complete this training can result in suspension or termination of membership, and all associated benefits, In accordance with the Athlete Protection and Safety Policy.

B. BACKGROUND SCREENING

Background screening is performed by The National Center for Safety Initiatives (NCSI). NCSI, created in partnership with the National Council of Youth Sports, is one of the nation's leading background screening service providers. NCSI performs the background screening for all United States Olympic and Paralympic Committee (USOPC) national governing bodies.

Any individual who is submitting for a background screening shall truthfully and fully disclose in their USA Lacrosse application or renewal form all information regarding convictions, arrests or pending investigations. The current USA Lacrosse background screening criterion offenses include those identified in Section 1B. Failure to make a full, candid, truthful disclosure may serve as a basis for the suspension or termination of USA Lacrosse membership. A Covered Individual



that is identified through screening as ineligible or unqualified, will be disqualified from USA Lacrosse membership.

USA Lacrosse requires that each adult complete a national background screening in these membership categories, affiliations, and relationships:

- i. Coach Member
- ii. Official Member (currently optional)
- iii. Certified Trainers, Certified Officials Observers, and Certified Assigners (ODP)
- iv. National Team Program and Development Program (athlete, coach, evaluator, chaperone, or healthcare provider)
- v. USA Lacrosse Volunteer at a USAL Clinic, Development Program, or Athletic Event (18U)
- vi. USA Lacrosse Chapter Leadership (President, Secretary, and Treasurer)
- vii. USA Lacrosse National Volunteer on the Board or committee/subcommittee
- viii. Employees of USA Lacrosse

Background screening reports typically can take up to two weeks, so it is important to initiate this process early. USA Lacrosse pays for the background screening and is billed directly by the vendor. The background screening must be repeated every two calendar years to maintain an affiliation with USA Lacrosse. The basic components of the service are:

- i. Identity verification
- ii. SSN validation with address and name history
- iii. Two multi-jurisdictional, national criminal database searches covering all 50 states
- iv. Two national sex offender registries covering all 50 states
- v. Various watch lists, fugitive & terrorist database searches
- vi. Automatic re-check after one year of one national criminal database and sex offender registries (county search not included in automatic recheck)
- vii. County courthouse search (current or longest/most recent residency in past five years)
- viii. Federal Court and District Court search (*National leadership and Chapter leadership roles only*)
- ix. Motor Vehicle Records searches (*USA Lacrosse employees only*)

Results Background Screening

A confidential background screening conducted by NCSI can result in one of two possible determinations:

Green Light- “meets the criminal history and if applicable driving privilege criteria,” utilized where registrant has no record or has an arrest/conviction for a non-criterion offense,

or

Red Light- “does not meet the initial screening criteria,” utilized where registrant has a pending charge and/or conviction of a criterion offense.



USAL members who receive a "Red Light" determination will have their membership, and all associated benefits, immediately suspended. To have their membership status reconsidered, the individual will be required to file an appeal with USAL in accordance with section IV of this policy.

If the results of the criminal background screening or MVR screening are believed to be inaccurate by the registrant or member, they can dispute the claimed inaccuracy directly to NCSI. In most circumstances, a dispute filed directly to NCSI would be the first step in the review process. For those who are not USA Lacrosse employees, detailed information on the final appeal process can be found in the Appeals Standard Operating Procedures document.

USA Lacrosse Employees who are issued a Red Light Determination will be immediately removed from duties involving contact with minors until an employment decision is made. For USA Lacrosse employees, the final review process is the same as other employee misconduct and will be handled through the employee discipline process.

IV. ADVERSE ACTION AND APPEALS

A. MEMBERSHIP SUSPENSION AND TERMINATION

The membership of any member found in violation of the Athlete Protection and Safety Policy, may, in accordance with the provisions of this section, be suspended, conditioned, or terminated. Any determinations on suspension or termination of membership will be made by the Manager, Athlete Protection and Safety, Director, Center for Sports Science, and the USA Lacrosse Misconduct and Appeals Review Subcommittee.

In the event of a substantiated claim of child abuse or neglect, criminal misconduct, or a Red-Light Determination found during background screening, membership will be immediately suspended. In other cases of reported misconduct in violation of this policy, the Manager, Athlete Protection and Safety will determine whether or not immediate suspension or imposition of other conditions to membership is appropriate. Specific facts and circumstances that will be examined in connection with any such determination regarding membership status can include actions or statements that are deemed to have harmed or have the potential to harm to others, USA Lacrosse Policy or Code violations, or any other conduct that may be deemed to be contradictory to USA Lacrosse's mission and values.

Abuse Prevention Report- Notification to Member

The Manager, Athlete Protection and Safety will notify a Covered Individual whose membership has been temporarily suspended or conditioned. Notice shall include information on how to submit an appeal through the Athlete Protection and Safety program for internal review and a final decision.

Red-Light Determination- Notification to Member

If a "Red Light Determination" is issued as a result of a background screening, the following will occur:

1. NCSI will notify the member through a Pre-Adverse Action letter that one or more criterion offenses were found during their background screening. The Pre-Adverse Action letter will also notify a member of their FCRA rights and information about how to dispute findings with NCSI if a member feels an error has occurred. If a member does not dispute any findings from their background screening, NCSI will then notify USA Lacrosse of the Red-Light Determination.
2. Upon notification to USA Lacrosse, a member will be issued an Adverse Action Letter by NCSI on behalf of USA Lacrosse. The Adverse Action Letter provides notification that an individual's membership has been suspended and instructions for how to complete the USA Lacrosse Membership Appeals Process. An Adverse Action letter will be e-mailed to the member at the address listed in their USA Lacrosse My Account.



A step-by-step explanation of the membership appeals process can be found in the Appeals Process Standard Operating Procedures document.

B. MEMBERSHIP APPEALS

The intent of the appeal process is to allow those who are subjects of a membership action as the result of a report, or who receive a Red-Light determination from background screening, an opportunity to defend their membership and all associated benefits with USAL. USAL does not, through the appeal process, make legal determinations or assess the severity of the conduct. Rather, USAL will review appeals based on whether the conduct at issue violates USAL policy and poses a threat to the safety and wellbeing of youth athletes and others in the lacrosse community. The outcome of any appeal, including any resulting membership action, will be determined in the sole discretion of USAL.

Commencement of Appeal Process

To initiate the Membership Appeals Process, an individual must submit a formal Member Appeal letter and two letters of recommendation to the Manager, Athlete Protection and Safety. Details of what should be included in the Member Appeal letter and two letters of recommendation are included in the notification of suspension and also described in the [Appeals Process Standard Operating Procedures](#) document. If the member fails to submit an appeal within twenty (20) days of the issuance date provided on the suspension notification, the membership, including all associated benefits, will be automatically terminated.

USA Lacrosse Review

In the event the member submits a timely appeal, it will be submitted to the USA Lacrosse Misconduct and Appeals Review Subcommittee (MARS) for review. While the appeal is pending review, membership and all associated benefits will remain suspended or under the conditions imposed by the Manager, Athlete Protection and Safety. The documents submitted by the member will be reviewed and a final decision on membership status will be made as soon as practicable. If an appeal involves conduct that is the subject of an ongoing criminal investigation or proceeding, USAL may, in its discretion, await the outcome of that investigation or proceeding, or may decide the appeal subject to further review or condition upon completion of the investigation or proceeding.

Appeal Results

If an appeal is submitted and accepted by the Misconduct and Appeals Review Subcommittee (MARS), the suspension of membership will be lifted, and all rights and privileges associated with membership will be restored. If the appeal is denied, the membership and all associated benefits will be terminated. USA Lacrosse will communicate with the member about the final determination.