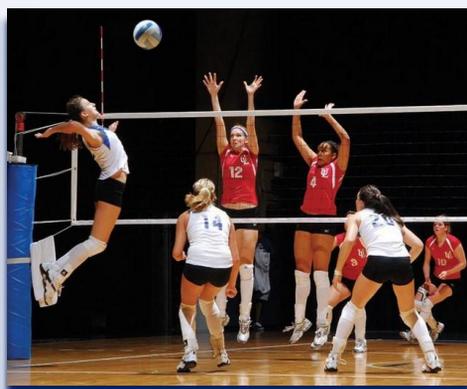


USAV / NCVA continue to surpass all other volleyball organizations in the protection of its members through our comprehensive background screening program.

To gain a better understanding of the differences, please see the attached documents:

- ***Case Study***
- ***Program Comparison Matrix***



What is the danger of utilizing a “low cost” database background check to screen volunteers?

2015 case study by: Randy Rodebaugh, President - SSCI

The Compelling Difference

The more reputable and trustworthy background screening companies conduct local county court searches based on address history, which is still the most reliable and due diligent search available. This search is the employment industry standard and has been court tested for decades. If the background screening company is legitimate, they will provide the court house search within the screening program offered. Reputable companies, following industry standards, will add the national database as the supplemental tool and not as a standalone search in the screening program. This allows for a shotgun approach that expands the search and if something is found in the database it is then verified at the county court house level to ensure the accuracy of the information. ***The majority of all crimes that we uncover (60-70%) are located in the county level search by physically searching court house records.***

The Study

- A) In order to determine the direct impact of running a “database only” background check compared to the more comprehensive that includes; (1) social security verification, (2) address search, (3) county court house & (4) national database search, we conducted an analysis of all screenings conducted for USAV during the last screening period. USAV members are located throughout the United States and consequently all 50 states are represented in this analysis.

- B) Utilizing the USAV background screening results, SSCI analyzed each and every **disqualified** applicant to determine if the crime would have been captured using the “database only” approach, without any county court house search.

Alarming Findings

Of the **67** disqualified individuals throughout the 2014-2015 screening period, we were able to determine that 27 individuals or **40%** of the disqualified applicants would have slipped through the cracks if we had relied **solely on the database search**.

Below are just a few of the actual crimes that were missed using **only** the national database search:

- Rape/Sexual Battery/Gross sexual impositions
- Sexual Battery with a student
- Assault & Abuse of a Child
- Exhibit Disturbing matter to minor with intent to arouse
- Indecent Exposure
- Unlawful transaction with a minor



The 40% that would be missed are based on the policy that disqualifies a coach who has been found guilty of **sex offenses, violence, felony drugs, multiple drugs and alcohol offenses or crimes against children.**

Conclusion

The fact is that most organizations want to do the “right thing” and check the risk potential of their adult volunteers. What many organizations do not know is that there are companies that will take advantage of this need, by offering substandard “national background checks” at what looks to be a very attractive low cost.

The risks are **high** and by utilizing a national database as the only source of criminal record checks, the organization is missing **50%** or even more, of the serious criminal records. This leaves your organization and more importantly, the child at **great risk!** The idea that an adult who has been convicted of sex crimes, violence or other egregious acts has slipped through the cracks because of a deficient screening process is unacceptable.

In order to meet standards that have been well established and court tested, an organization must ensure that their background screening program includes due diligent court house searches as part of each applicant screening.



SSCI Background Check vs. Database Only Background Check

Reputable companies, following industry standards, will add the national database as the supplemental tool and not as a standalone search in the screening program.



USAV/NCVA SSCI

AAU / JVA

SSCI Program Details

Hands on identity verification	✓	✗	SSCI investigators follow up when discrepancies are found in the data provided by the client.
Hands on Address Trace to determine depth of investigation	✓	✗	Our investigators use address trace data to select jurisdictions where in person investigations are performed.
Local Search			
County : Hands on County Criminal Records Search	✓	✗	In person county courthouse investigations are conducted for misdemeanor and felony cases based on address trace.
Statewide : In Depth Statewide search using official State Repository	✓	✗	Hands on statewide investigations conducted in lieu of county courthouse investigations for the following states: Colorado Maryland DC New Mexico Georgia Wisconsin Hawaii
National Search			
National Criminal Database Search	Over 800 million records	Average 200-400 million records	SSCI provides a national DB search as a supplemental tool to the investigation. SSCI will never rely on a standalone national DB search.
National Sex Offender Search	✓	✓	SSCI performs a national search as a supplemental tool although the majority of offenders are consistently found during our local level investigations.
Re-Verification of Criminal Records	✓	✓	SSCI rechecks all national and sex offender criminal records per FCRA compliance.
Results Report	Customized notification process to organization and applicant.	✗	SSCI provides customized notification process. Final report follows FCRA regulations.
Live Customer Service	✓	Switchboard or Voicemail	SSCI provides a dedicated account representative to every client. Our customers will always get a live person when calling our offices.
Turn Around Time	2-3 Days (Including in-person investigations)	Instant	SSCI is committed to expediency throughout the screening process.



“We are hands on because we care!”

Northern California Volleyball Assoc.
72 Dorman Avenue | San Francisco CA 94124

vball@ncva.com
415-550-7582

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