

USA Pickleball Criminal Background Screening Frequently Asked Questions

General Screening Information

(December 10, 2021)

This document contains FAQ's or details for the following:

- General Screening
- Registration for Screening
- Costs & International Screens
- Status and Results
- Screenshots of Screening Process
- Screenshots of Additional Request Process
- Ambassador Feedback ("testimonials")

General Screening

Q: Who must complete the background screening?

A: All USA Pickleball Board Members, USAP Staff, USAP Contractors and USAP Ambassadors over the age of 18 must successfully complete criminal background screening. Individuals who have not completed the criminal background screening do not meet the eligibility requirements to represent USA Pickleball in these capacities.

Q. Why is USA Pickleball conducting background screening for ambassadors?

A: USA Pickleball is committed to the safety of athletes and participants involved in the sport of pickleball. As with most national governing bodies, USAP requires background checks in order to foster a safe environment to others when representing USA Pickleball and protect persons at risk, including, but not limited to, minors and vulnerable adults.

Q: Who is NCSI?

A: NCSI, known as the Gold Standard provider of background screening programs for youth serving organizations, is the authorized provider for USA Pickleball's national screening program. NCSI has been a trailblazer in youth protection for nearly two decades and is recognized by the National Council of Youth Sports for its pioneering work. NCSI provides services to the United States Olympic & Paralympic Committee, as well as to more than 60 national governing bodies in sport. NCSI is accredited by the Professional Background Screeners Association and has offices in Cleveland, Ohio and Marietta, Georgia.

Q: Who do I contact if I have questions about my criminal background screening?

A: Please reach out to NCSI with any questions or concerns you may have. NCSI can be reached via email: **support@ncsisafe.com** or by calling **866-996-7412**. NCSI's normal business hours are Monday through Friday from 9:00 a.m. - 5 p.m. Eastern Time. We will typically respond to you the same day or within one business day.

Q: How much time will it take for my background screening to be completed?

A: Generally, background checks are completed within 3-5 days. However, delays are possible, so please plan accordingly. If you have an international search component that is needed as part of your screen, please allow at least 2-4 weeks for completion. Please note that NCSI will send email notices every 72 hours, reminding you of your screening. You may also receive reminder notices from your Regional Leadership.

Q: What information is needed to process my background screen?

A: The background screening application requires the submission of a:

- full legal name
- address
- date of birth
- social security number

Q: Why is a full SSN required?

A: A USA Pickleball is committed to the safety of athletes and participants involved in the sport of pickleball. As with most national governing bodies, USAP requires background checks in order to foster a safe environment for others when representing USA Pickleball and protect persons at risk, including, but not limited to, minors and vulnerable adults

When we established the screening program with NCSI this year, we agreed that we would run with the same screening program they run for all the other US NGBs (60+). They said this screening protocol was established by the USOPC and requires a full SSAN. USA Pickleball considered various options regarding the requirement to provide a SSAN. However, from our NCSI contact's email below, you can see the limitation this would create for us, for everyone:

Through the USA Pickleball Policy (and USOPC), the SSN is a requirement for all those who have a social security number. The full social security number is used to validate the identity and develop 7 years of address history to determine the search of the county and federal districts. NCSI's acceptable alternative for the social security number is to require an ID that can validate the name and date of birth. However, what we would not have, using an ID only, is the address history for the last 7 years. As a result, NCSI would only be able to search the jurisdictions based on the current address provided.

Q: Is the information supplied to NCSI secure?

A: NCSI is aligned with industry best practices regarding data security, including high level encryption to protect information submitted online. Internal security measures ensure that your personal information is only viewed as needed to process your screen by qualified personnel who are trained in handling confidential data. NCSI is PCI-compliant and does not share any personal information with third-parties. Please note that the secure server that NCSI uses will

contact you from automation@instascreen.net, so please ensure you have this email address as an accepted domain, so you do not miss communication from NCSI.

Q: Is USA Pickleball and/or NCSI completing a credit check when processing the background check information?

A: No, USA Pickleball and/or NCSI are NOT processing a credit check on anyone going through the background screening process.

Q: Will a background screen I've completed previously with NCSI or another company qualify for USA Pickleball's requirement for ambassadors?

A: USA Pickleball requires that specific members have a current background screen completed by NCSI. NCSI is the only background screening provider accepted by USA Pickleball, and as a matter of policy, we cannot accept screening results from another agency. Each organization that conducts background screening uses a unique set of criteria and number of years that are being searched, as well as diverse re-screen policies.

Q: How will I know if there's a problem with my background check or if NCSI needs information from me?

A: If more information is needed to complete your background screen, then NCSI will notify you via email. These messages are dispatched from the NCSI Verification Team using our server: automation@instascreen.net. Your local affiliate name and your screening file number will appear in the subject line of the verification email.

Q: What can I do if I think my report is incorrect?

A: You will be provided an opportunity to alert NCSI of any questions or potential errors on your report. Email will be our primary way of communicating with you, so be sure to provide an accurate email address and check it regularly until your screen is complete. For any questions regarding inaccuracies, please reach out to **qc@ncsisafe.com**.

Registration for Screening

Q: Can I register using my cell phone?

A: NCSI's registration process is best completed using a desktop or laptop. While it may be possible to complete your registration on a cell phone, the experience will be easier on a desktop or laptop.

Q: Can I send in a paper application?

A: For security reasons, NCSI does not accept paper applications.

Q: Do I need to have an active email address?

A: Yes. An active email address is required in order to complete your background screening. NCSI's primary form of communication with you is via email. It is VERY IMPORTANT that you provide an email address and that you check it frequently following your initial application. Please add @ncsisafe.com and @instascreen.net to your accepted email domain list to receive notifications from NCSI.

Q: I tried to complete my background screening with NCSI and their system "timed out." What do I need to do?

A: NCSI's system is set to time-out after 30 minutes without activity. Please have all information ready in advance to avoid a time out event. In the event of a time out, the information you entered is not stored or transmitted, so you will need to start the process over by logging back into your USA Pickleball profile. You will know the process is completed when you receive a confirmation page with your 16-digit registrant ID number.

Q: Can a non-citizen of the United States without a social security number complete the background screening requirement?

A: Any USAP member required to complete a background screen that is not a US citizen or lives internationally will be notified directly by USAP with special instructions for completing an NCSI international background check. If you are not contacted by USAP, you may contact USAP for instructions.

Q: I have two (or more addresses) during the year. Which address should I use?

A: Please use your permanent legal address. This should be the one associated with federal and state documents, e.g., tax forms, driver's license, etc.

Costs and International Screens

Q: What is the cost of the domestic criminal background screening?

A: There is no cost of the background screen for ambassadors. While several governing bodies require applicants to pay the fee, USA Pickleball is covering the cost of the NCSI screening fee.

Q: Is an international search required?

A: An international search is required for U.S. citizens who have lived outside of the United States for six consecutive months in any one country, during the past seven years. If you have lived in both the U.S. and another country for six consecutive months or more in the past seven years, you would require both the domestic and international screens. Please make sure you have ncsisafe.com as an approved domain on your email, as you will receive emails with additional paperwork based on the country or countries that need to be screened.

Q: What is the cost for an international search?

A: The cost for an international search is higher than a U.S. search. As a result, any ambassador who feels they are required to complete an international search needs to contact their regional director.

Status and Results

Q: How do I check the status of my background screening?

A: You can check the status of your background screening by going to www.ncsisafe.com and clicking on "Status Check." NCSI does not provide verbal status of background screenings to registrants.

Q: Why is my background screening taking longer than another registrant that submitted

a background screen at the same time?

A: NCSI performs one or more county court searches and federal district court searches as part of the background screening. These involve getting information directly from the courts in question. Some courts may return information to NCSI the same day, while others can take longer. Once NCSI has information back from the courts, it is processed right away. Other delays may result when NCSI requests additional information from you. You can check your status online by visiting ncsisafe.com/status. In addition, check your email regularly for communication from NCSI regarding your background screening.

Q: How will I be notified if NCSI needs additional information?

A: NCSI will send a notice to you via email with relevant instructions. This notice will come to you in the days following your initial application if your group or affiliate is not paying for your background screen. It is very important that you check your email and respond promptly to this request, since your background screening will be on hold until you respond.

Q: What information is provided to USA Pickleball from my criminal background screening?

A: USA Pickleball can be made aware of the content provided on a background screening report. Limited staff members of USA Pickleball will have access to the screening report.

Q. What is a Clear/Green Light result?

A: A "Clear/Green Light" indicates criminal record information relating to USA Pickleball's criteria was not sourced or reportable in the process and therefore a "Clear/Green Light" report was issued to USA Pickleball.

Q.: What is a Flagged/Red Light result?

A: A "Flagged/Red Light" indicates that criminal record information relating to USA Pickleball's screening criteria was sourced in the process and therefore a "Flagged/Red Light" report was issued to USA Pickleball for review.

Q: Can I request a copy of my criminal background screening results?

A: Yes, simply go to www.ncsisafe.com and click "Applicant Submission and Status Check." Once there, select 'check status of your background screen' and fill in the identifying information. The option to receive your report will be available.

Q: When does the criminal background screening expire?

A: A completed screen is valid for one year and will be re-screened by NCSI the following year. Notice Regarding Annual Re-screening: One of the features provided by our background check program is an annual recheck. For the period that your background check authorization is valid, this recheck will automatically occur on or about the anniversary date of your background check submission date. This recheck keeps our program current and up to date without the need for you to re-register with NCSI every year. If you choose to leave USA Pickleball and/or resign as an ambassador during this period USAP will stop the NCIS recheck.

Q. Is it possible to review each page of the screening process prior to entry or prior to completing my screening?

A: The screening form does not allow you to page forward. However, we have provided screen captures of what each page of your screening process looks like:

EmailInvitation

November 12, 2021

Hello JONATHAN KENT,

As part of your consideration for participation, you will need to fill out the background consent and authorization form found at the link below.

Click here to begin

Please double check the information you provide for accuracy to avoid delay in processing your background investigation. NCSI may reach out to you for further verification of information if necessary. Failure to respond to the verification request will result in an incomplete screening.

To remain in active consideration for participation, you must complete the background consent and authorization form within 14 days.

Thank you,

ApplicationGreeting from NCSI

NCSI Demonstration Account



Application Pg. 1 - Electronic Signature Consent

ELECTRONIC SIGNATURE CONSENT

As part of the selection process at NCSI Demonstration Account, the 'Company,' you will need to consent to a background check electronically, by typing your name and clicking in the box beflow, you are consenting to receive any communications (legally required or otherwise) and all changes to such communications electronically, in roter to suse the website, you must provide at your own expense an internet connected device that is compatible with the minimum requirements outlined below. You also confirm that your device will meet these specifications and requirements and will permit you to access and retain the communications electronically each time you access and use the website.

System Requirements to Access Information

To receive and view an electronic copy of the Communications you must have the following equipment and software:

• A personal computer or other device which is capable of accessing the internet. Your access to this page verifies that your system/device meets these requirements.

• A current version of Chrome, Firefox, Safari, Internet Explorer, or filterosoft Edge Internet web browser which supports security industry best practices for IntTPS encrysted communications, JavaScript, and cookies. Your access to this page verifies that your browser meets these requirements.

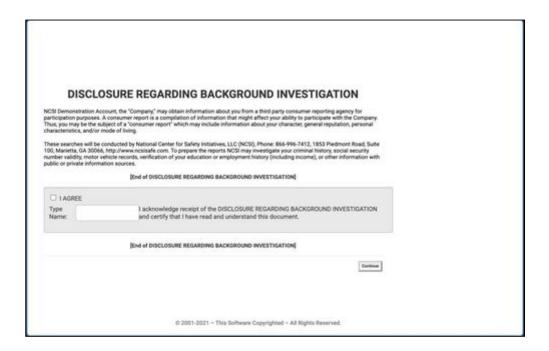
System Requirements to Retain Information

To retain a copy, you must either have a printer connected to your personal computer or other device or, alternatively, the ability to save a copy through use of printing service or software such as Adobe Acrobatile.

Withdrawal of Electronic Acceptance of Disclosures and Notices

You can also contact us to withdraw your consent to receive any fluture communications electronically, including if the system requirements described above change and you no longer possess the required system. If you withdraw your consent, we will terminate your use of the National Center for Safety initiatives, LLC (NCSI) website and the services provided through the National Center for Safety initiatives

Application Pg. 2 - Disclosure Regarding Background Investigation



Application Pg. 3 - FCRA Summary of Your Rights

(This is a partial view only. As a Consumer Reporting Agency, NCIS is required to provide a copy of this document during the application process to each consumer. PLEASE NOTE: there are no questions regarding your finances; There is no credit check being processed. FCRA compliance is simply a Consumer Reporting requirement.)

Para información en español, visite won consumerfinance, govilearnmore o escribe a la Consumer Financial Protection Bureau, 1700 G Street N.W., Washington, DC 20552.

A Summary of Your Rights Under the Fair Credit Reporting Act

The federal Fair Credit Reporting Act (FCRA) promotes the accuracy, fairness, and privacy of information in the files of consumer reporting agencies. There are many types of consumer reporting agencies, including credit bureaus and specialty agencies (such as agencies that self-information about check writing histories, medical records, and rental history records). Better in a summary of your major rights under the FCRA. For more information, including information about additional rights, go to www.nonsumerfinance.gov/learunnee or write to: Consumer Financial Protection Bureau, 1700 G Street N.W., Washington, DC 28552.

- You must be told if information in your file has been used against you. Anyone who uses a credit report or anoth
 type of consumer report to deny your application for credit, insurance, or employment or to take another adverse as
 against you must tell you, and must give you the name, address, and phone number of the agency that provided the
 information.
- You have the right to know what is in your file. You may request and obtain all the information about you in the files
 of a consumer reporting agency (your "file disciouse"). You will be required to provide proper identification, which may
 include your Social Security number. In many cases, the disclosure will be free. You are entitled to a free file disclosure
- a person has taken adverse action against you because of information in your credit report;
 you are the victim of identity theft and place a fraud alert in your file;
 you file contains inaccurate information as a result of fraud;
 you are on public assistance;
 you are unemployed but expect to apply for employment within 60 days.

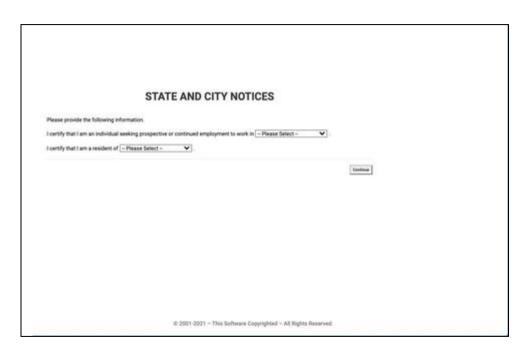
In addition, all consumers are entitled to one free disclosure every 12 months upon request from each nationwide credit bureas and from nationwide specialty consumer reporting agencies. See www.consumerfinance.gov/learnmore for additional information.

- You have the right to ask for a credit score. Credit scores are numerical summaries of your credit-worthiness based of
 information from credit bureaus. You may request a credit score from consumer reporting agencies that create scores or
 distributes occurs used in residential real property lossus, but you will have to pay for it. In some mortgage transactions,
 you will receive credit score information for free from the mortgage lender.
- You have the right to dispute incomplete or inaccurate information. If you identify information in your file that is
 incomplete or inaccurate, and report in to the consumer reporting agency, the agency must investigate unless your dispute
 is frivolous. See www.consumerfinance.gov/learnmore for an explanation of dispute procedures.
- Consumer reporting agencies must correct or delete inaccurate, incomplete, or unverifiable information inaccurate, incomplete, or unverifiable information must be removed or corrected, usually within 30 days. Ho consumer reporting agency may continue to report information it has verified as occurate.
- Consumer reporting agencies may not report outdated negative information. In most cases, a consumer reporting
 agency may not report negative information that is more than seven years old, or bankruptcies that are more than 10
 agency old.

	Washington, DC 20980 (877) 382-4357
 To the extent net included in item 1 above: National banks, federal seeings associations, and federal transfers and federal apercions of fereign banks. 	a. Office of the Completion of the Committy Continues Assistance Group 1907 Motiviney Bread, Basic Select 1907 Motiviney
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	he Summary of Your Rights Under the Fair Credit Reporting Act are read and understand this document.
	Continue

Application Pg. 4 - City and State Notices

(Some states have additional consumer notifications based on where you currently reside, and where you will be participating.) **As Ambassadors**, first select the State where you are currently designated or presently conducting your Ambassador-related duties and responsibilities. Next, simply select the State where you reside.



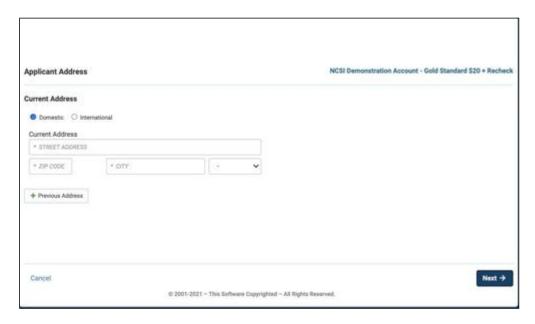
Application Pg. 5 - Acknowledgement and Authorization for Background Screen



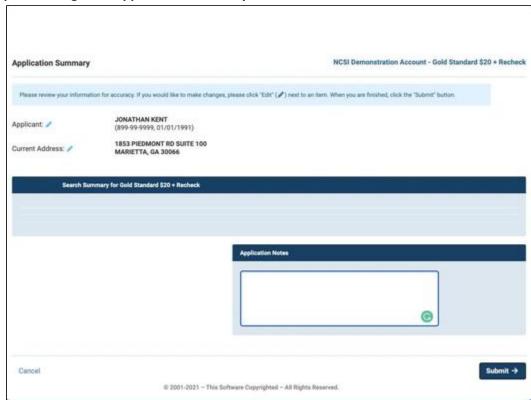
Application Pg. 6 - Applicant Information



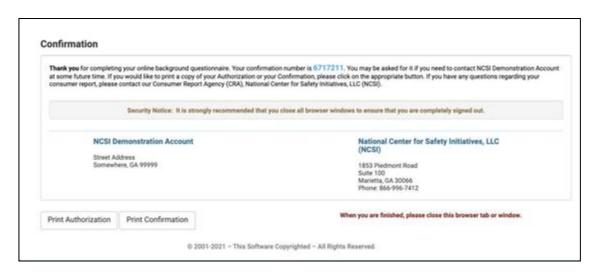
Application Pg. 7- Applicant Address (Please provide current address, only)



Application Pg. 8 - Application Summary



Confirmation Summary



CONFIDENTIALITY NOTICE: This proposal document contains proprietary and confidential information of National Center for Safety Initiatives (NCSI). The content of this proposal is intended for the sole use by the organization to whom this presentation was shared directly by NCSI personnel. Any dissemination of the information contained herein to persons or entities other than the personnel with whom NCSI is working with directly is prohibited unless such disclosure is expressly permitted by NCSI in writing.

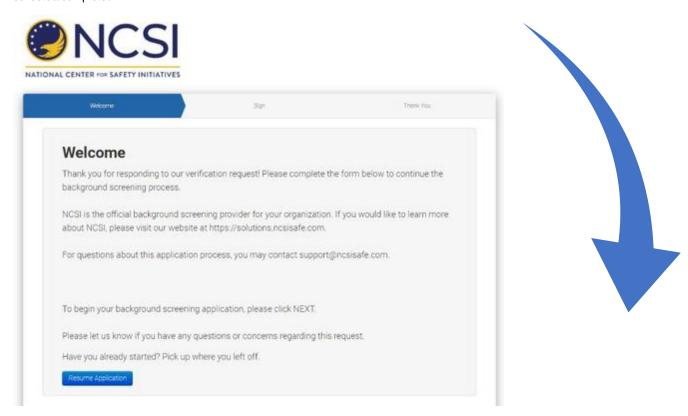
Q. If I need to supply additional information (request from NCSI), Is it possible to review each page of the additional request prior to entry or prior to completing my screening?

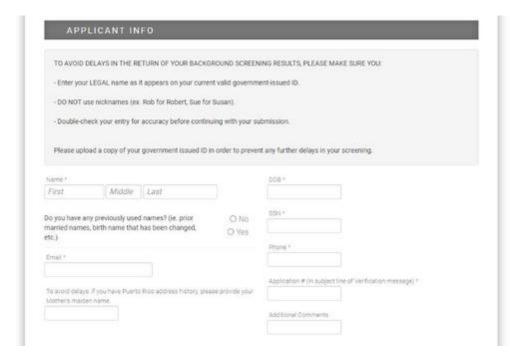
A: The screening form does not allow you to page forward. However, we have provided screen captures of what each page of the additional request process looks like:

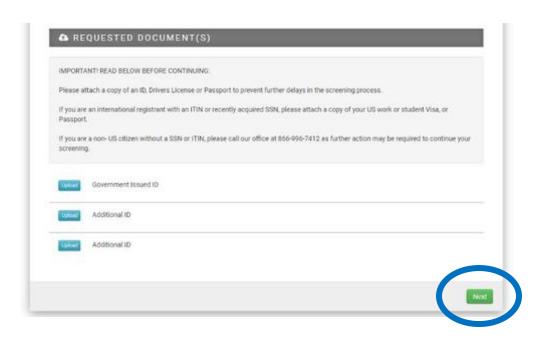


This screen gives you two choices; you have either lived **OUTSIDE** the Unites States, for at least 6 months, over the past 7 years OR you have **ONLY** lived in the United States (or its territories) in the last 7 years.

On the next screen you will simply scroll to the bottom of the page and select NEXT. You may need to enter your specific File# prior to selecting NEXT. This part of NCSI's request is to verify whether an International Search may need to be collected/completed.







Ambassador Testimonials (Status and Results)

- "I now have my report back already. When they complete your background check, they send you a copy of the report that is also submitted to USA Pickleball. The report has your date of birth redacted and your Social Security number is not included on it at all. So, this information is not passed on to USA Pickleball."
- "So, NCSI uses it to aid in their criminal background check, but do not pass your SSN on. All I know is that NCSI is used by many of the largest sports organizations in the world. Including the US Olympic committee. While many of the companies that you have shared your Social Security number with over the years like banks and credit card companies and car companies have leaked your information and caused people a lot of trouble, NCSI's business is handling this type of information, and have never in history had a leak. They simply cannot afford to have a leak. Just making you as informed as I can since I have already gone through it."

 (Great Lakes Region, Ambassador since 2014)
- No concerns from me. My husband works in cyber security and researched the company and determined that it is safe. (*Middle States Region, Ambassador since 2014*)
- My report is the same as others... I guess it's been a rather dull, unexciting life... (Southwest Region, Ambassador since 2014)
- I believe that conducting these background checks is a very appropriate tool that will reduce potential liability exposure for USA Pickleball. The pushback is that everyone is already an ambassador and believe they are entitled to that position. Going forward as new candidates apply, they will recognize it as a necessary part of the process to become an ambassador. (West Region, Ambassador since 2019)
- Looks good, Worthwhile. (North Mid-Atlantic Region, Ambassador since 2018)
- "Personally, I didn't have an issue with it but it's an individual decision...

 I was pretty disappointed with the results of my report:
 - 1. *I'm not dead*. Ugh, I was hoping to use the payout from my life insurance policy to build a killer court in my backyard.
 - 2. *No Reportable Records Found*." (Middle States Region, Ambassador since 2019)
- No concerns here. Same company used by 60 other NGBs and the USOC so not worried. Just got my flu shot and gave my SS# there as well. (West Region, Ambassador since 2016)
- This screening is necessary. (Atlantic South Region, Ambassador since 2016)
- I believe that all our ambassadors should be willing to undergo a BI. We come in contact with a lot of people and including teaching youngsters as part of our work. I feel it is beneficial and essential that we have ambassadors who have nothing in their background that will jeopardize our abilities to promote pickleball as well as detract from our image as representatives of USA Pickleball. (West Region, Ambassador since 2019)
- Great idea, probably long overdue. (*Mid-Atlantic Region, Ambassador since 2013*)