



## SAFE SOCCER APPEALS PROCESS

The Safe Soccer Appeals Process for Ohio Soccer Association (OSA) will be governed through an OSA Safe Soccer Appeals Committee (Appeals Committee) and adheres to the 20% athlete representative requirement.

The composition of the Appeals Committee will be:

1. OSA Vice President or Designee (Chairperson)
2. Member of OSA Board of Directors
3. External Legal Counsel Representative
4. OSA Member Club or League Representative
5. Former Athlete Representative\*

*\*Defined as an individual who was previously registered as a player of Ohio Youth Soccer Association North, Ohio South Youth Soccer Association, or OSA.*

The first step in the appeals process allows for a declined individual to submit a written accounting of the events and any and all supporting documentation surrounding the adverse finding on their background check which led to the disqualification. The written submission is reviewed by OSA's risk partner, Player's Health in consultation with the Director of Member Services, where a consensus must be formed to reverse the declined decision. If no consensus can be formed, the appeal will move to the Appeals Committee and follow the process outlined below.

The Appeals Committee will conduct a hearing within 30 calendar days of the individual notifying OSA that they wished to contest their flagged status. The individual will be notified of the date and time of the hearing and of their right to participate in the hearing. This hearing may be conducted virtually, and the individual has a right to have legal counsel at the hearing.

At the hearing, the individual may present any evidence or argument they wish the Appeals Committee to consider. The Appeals Committee may request that any documentary evidence and names of witness(es) be presented a minimum of seven (7) calendar days prior to the hearing.

A determination on a reversal of the flagged status for the individual will be made by a majority vote of the Appeals Committee. The individual shall remain ineligible for all OSA activities and any of the activities of any OSA member clubs or leagues pending the decision by the Appeals Committee. The decision by the Appeals Committee shall be rendered within seven (7) days of the hearing. The decision by the Appeals Committee is final and there shall be no further appeal of the matter.

It is at the discretion of the Appeals Committee to deny any individual from participation in OSA sanctioned activities or in any of the activities of any OSA member club or league if it finds that permitting the individual to participate is inconsistent with the stated purpose of the [OSA Background Check Policy](#). In coming to a finding, the Appeals Committee may consider one or more of the following:

1. The interest of OSA in providing a safe environment for all participants.
2. The seriousness of the criminal offense or act.
3. The time which has elapsed since the occurrence of the criminal offense or act.
4. The age of the individual at the time of the criminal offense or act.
5. The bearing the criminal offense or act has on the individual's ability to safely participate in OSA sanctioned activities.
6. Any information provided by the individual or on their behalf with respect to reputation, rehabilitation, or other good conduct.
7. Any volunteer restrictions of access proposed by the individual themselves.
8. Any recommendation or information provided by the individual's affiliated organization.
9. Terms of any diversion program, probation, or parole.

10. Expungement or sealing of a criminal record.
11. Any other information, which in determination of the Appeals Committee would bear on whether or not the individual should participate in OSA sanctioned activities.

In the event that the flagged status is reversed, the individual will be removed from the ineligible list and allowed to participate in OSA sanctioned activities. The flagged status reversal is based on the disqualifying factors that led to the initial pre-adverse or adverse finding and is not a permanent flagged status reversal for any future offenses that are considered disqualifying factors.