USA Baseball Quality Control System Policy

Purpose USA Baseball (USAB) is committed to the safety of all individuals who participate in its programs or events, including without limitation minors and vulnerable adults. These sanctioned events include all National Teams, Developmental Programs, AZ/NC Championships, Invitationals and Identification Series. To help protect these individuals, USAB has the following Quality Control System (QCS) in place. This QCS ensures that all applicable adults at USAB events or competitions have completed the mandatory SafeSport training annually (every 12 months) per the U.S. Center for SafeSport's (the Center) education and training requirements prior to participating in any capacity. This QCS also ensures that no participant at USAB events or competitions are on the USAB Ineligible List or the Center's Centralized Disciplinary Database. The QCS is communicated annually to all USAB staff.

Policy Statement

I. Identifying Applicable Participants

A. USAB identifies applicable adults in the following ways:

1. For all National Team identification events and all National Team events, USAB staff identify and invite individuals to participate. These individuals are considered "Adult Participants" under the Center's definition and Senate Bill 534, and are required to complete SafeSport Compliance as defined below.
2. USAB conducts some events where teams and individuals can register themselves to play. The adults in these events are also considered "Adult Participants," under the Center's definition and Senate Bill 534, and are required to complete SafeSport Compliance as defined below.
3. USAB hires hourly event workers that are not considered "Adult Participants," under the Center's definition and Senate Bill 534, and are required to complete USAB BASE Compliance as defined below.

B. USAB also requires that all minor athletes participating National Team Program trials and/or final roster complete USAB's Abuse Awareness for Minors training as defined below.

II. Compliance Levels Required

A. SafeSport Compliance

1. SafeSport Compliance consists of a background check, SafeSport training, signing the USAB BASE Minor Athlete Abuse Prevention Policies (MAAPPS), and a check against the USAB Ineligible List and the Center's Centralized Disciplinary Database (CDD).
2. All USAB Adult Participants must complete SafeSport Compliance. Adult Participants include:
   a. USAB Board of Directors
   b. USAB Board of Directors Committees and Sub-Committees
   c. USAB Full-Time Staff and Interns
   d. USAB National Team Program Contracted Staff
   e. USAB National Team Identification Series Contracted Regional Directors and Coaches
   f. USAB Prospect Development Program League Contracted Staff

g. USAB Appalachian League Contracted Staff
h. USAB Championships Events Coaches
i. USAB Futures Events Coaches
j. USAB Clinic Hosts and Regional Clinic Speakers
k. USAB Events Contracted Athletic Trainers
l. USAB Events Contracted Umpires and Assignors

B. USAB BASE Compliance
   1. USAB BASE Compliance consists of a background check and USAB's Abuse Awareness for Adults training and a check against the USAB Ineligible List and the Center's CDD.
   2. All hourly event workers in USAB events that are not considered Adult Participants must complete USAB BASE Compliance. These individuals are not "Adult Participants" of USAB, but USAB deems necessary to have a level of due diligence on them. This list includes:
      a. USAB Events hourly workers – any adult hired to work on site at an event that is not an employee of USAB. This list includes but is not limited to ticket sellers, scoreboard operators, PA announcers, and photographers.

C. USAB Abuse Awareness for Minors
   1. USAB Abuse Awareness for Minors consists of an abuse awareness course specifically for minor athletes.
   2. Minor athletes that are chosen for a USAB National Team Program trials and/or final roster will need to complete this course prior to the first official event with the program commencing.

III. Systems for Tracking Compliance

A. The USAB Athlete Safety Department currently uses two systems to track compliance of the above designations:
   1. USAB Develops SaaS
      a. Compliance designations are obtained within the USAB Develops SaaS, through the forward facing website at www.usabdevelops.com. Thus, each individual working toward a compliance designation must register for an account and complete the various coursework and background check(s) through this account. The SaaS completes the SafeSport and BASE Compliance Designations once an individual has met all the requirements within the compliance program.
   2. Google Sheets
      a. Compliance completion is tracked secondarily in the Athlete Safety Google Account under the Athlete Safety folder and broken out into sections – "Staff/NT/MLB Compliance" and "Event Compliance".
         a. Staff/NT/MLB Compliance sheets include:
            i. Appalachian League Staff and Umpires
            ii. MLB/USAB Joint Events
            iii. USAB Staff, Interns and National Teams Programs Hires

1. This also includes Board of Directors and Committees, Athletic Trainers, National Team Players, and hourly event staff

b. Event Compliance sheets include:
    i. Arizona Champs
    ii. Coaches Clinics
    iii. Futures Events
    iv. Homegrown and PLAY BALL
    v. Mid-Atlantic RBI Regionals
    vi. MLB Combine
    vii. North Carolina Champs
    viii. National High School Invitational (NHSI)
    ix. National Team Identification Series (NTIS)
    x. NTIS Regional Staff
        1. This is populated by Contracted National Team Identification Series Regional Directors. Per the contract for National Team Identification Series Regional Directors, they are responsible for ensuring compliance completion prior to allowing their hires to work their events.
    xi. Prospect Development Pipeline (PDP) Events
    xii. PDP League
    xiii. Umpires
        1. This includes all umpires for all events and is populated by Umpire Assignors. Per the contract for Umpire Assignors, they are responsible for ensuring compliance completion prior to allowing their hires to work their events.
    xiv. Any WBSC World Cups that USAB helps host in the United States

b. Aside from Board of Directors, Committees, Staff and Interns, and excels otherwise noted above, the applicable participants in each Google Sheet are populated by USAB Baseball Operations staff from their various hires and roster systems.
    a. The USAB Baseball Operations staff enter the last name, first name, email address, date entered, email address to copy, and position/team of the applicable participant.
    b. The USAB Program/Event Director is copied on all communications to applicable participants in the Google Sheet.
    c. To ensure that applicable participants entered into the Google Sheet are not being given various sets of directions

for compliance, the USAB Athlete Safety staff checks the SaaS verify if any background checks or coursework has been done previously by each individual.

i. SafeSport Compliance trumps BASE Compliance; thus, if an individual holds a current SafeSport Compliance designation, they should not be sent directions for BASE Compliance.

IV. Enforcing Training Requirements

A. Once applicable participants are selected for USAB events, USAB Baseball Operations staff enters their information into their respective Google Sheet. All Baseball Operations staff members have access to the Google Sheets for each USAB event.
    1. The USAB Athlete Safety staff then determines if the applicable participant should complete SafeSport Compliance, USAB's BASE Compliance, or USAB's Abuse Awareness for Minors training.
B. USAB Athlete Safety staff emails the applicable participant instructions to complete their required compliance within two business days of them being entered in the Google Sheet. All compliance is completed at www.usabdevelops.com.
C. USAB Athlete Safety staff then performs daily checks via www.usabdevelops.com system for completion for each applicable participant, and updates the Google Sheet accordingly, noting the date each piece of compliance was completed.
D. USAB Athlete Safety staff sends reminders to any applicable participants who still need to complete training and compliance items two weeks prior to the respective event start date, and again one week prior to the respective event start date.
E. USAB Athlete Safety staff provides updates to USAB Baseball Operations staff on the status of all applicable participants' compliance one week before the start of each event.
F. Within a week from the start of each event, USAB Athlete Safety staff emails all event staff and participants with the following information:
    1. The email to event staff includes the MAAPPS, information on how to report suspected sexual misconduct, emotional misconduct, physical misconduct should it occur, how to report a MAAPPS violation should it occur, and who to get in touch with if there are questions.
    2. The email to event participants includes information about the level of training the event staff completed, information on how to report suspected sexual misconduct, emotional misconduct, physical misconduct and violations of the MAAPPS should it occur, and who to get in touch with if there are questions.
G. USAB Athlete Safety and Baseball Operations staff also ensures there is signage in any common areas for each event with information on how to report suspected sexual misconduct, emotional misconduct, physical misconduct and violations of the MAAPPS and what type of conduct is not permitted at USAB events.

V. Ineligible Lists

A. Once applicable participants are selected for USAB events, USAB staff enters their information into their respective Google Sheet. The USAB Athlete Safety staff then

checks the applicable participant's information against the USAB Ineligible List and the Center's Centralized Disciplinary Database. These databases include banned and suspended individuals, as well as jurisdictional holds.

B. If the applicable participant is not on either list, USAB Athlete Safety staff marks them as checked on the Google Sheet.
C. If the applicable participant is on either list, USAB Athlete Safety staff notifies the USAB staff responsible for the event that the applicable participant is not permitted to participate in any capacity in the USAB event. The applicable participants is marked as "Ineligible" on the Google Sheet.
D. If an individual who has been placed on a jurisdictional hold attempts to participate in USAB events, USAB Athlete Safety staff will immediately notify the Center.

VI. Same-Day Event Check In

A. USAB Athlete Safety staff are present on-site at day-of-event check in to ensure any applicable participants who have not completed the required compliance do so before entering the USAB event. USAB Athlete Safety Staff remain present on site for all USAB events (open to the public) and are on-call for all National Team Training (closed to the public).
B. All applicable participants are required to check-in for events and will be verified against the Google Sheet on-site for completion of the required compliance. During the check-in process, applicable participants may be asked to show a form of identification.
C. If applicable participants have completed the required compliance, USAB Athlete Safety Staff will put an event-specific wrist band on them. This wrist band cannot be removed without being cut and is to be worn for the duration of the event.
    1. If USAB event staff notice a person interacting in an Adult Participant capacity with athletes at an USAB event and that person does not have an event-specific wrist band on, USAB event staff will immediately escort the person to the Athlete Safety tent to be checked in and given a wrist band if they have completed compliance.
D. If applicable participants have not completed the required compliance, they will be required to do so immediately on one of the laptops or iPads provided by USAB Athlete Safety staff.
    1. USAB Athlete Safety staff will also check the applicable participant's information against the USAB Ineligible List and the Center's Centralized Disciplinary Database if they have not already done so.
    2. Once the applicable participant has completed the requirements, USAB Athlete Safety staff will verify completion and update the Google Sheet accordingly before allowing entry to the USAB event.
E. USAB does not allow for on-site same day registration to any events. All event registration is completed prior to the start of USAB events. Thus, the applicable participants for each event are known ahead of time and the required compliance is communicated ahead of time. The on-site check in serves as the final check point for the required compliance and applicable participants are not permitted to enter the event without completing the requirements.
F. In the event of last-minute substitutions, USAB Baseball Operations will provide USAB Athlete Safety staff with immediate notice of the substitution. USAB Athlete

Safety staff then contacts the substitute to complete required compliance prior to the event and checks the individual against the Center's Centralized Disciplinary Database and the USAB Ineligible List. USAB Athlete Safety staff will also immediately send the pre-event email that includes the MAAPPS, information on how to report suspected sexual misconduct, emotional misconduct, physical misconduct should it occur, how to report a MAAPPS violation should it occur, and who to get in touch with if there are questions for staff, and information about the level of training the event staff completed, information on how to report suspected sexual misconduct, emotional misconduct, physical misconduct and violations of the MAAPPS should it occur, and who to get in touch with if there are questions for participants.

1. If a substitution occurs during the event where USAB Athlete Safety staff is present, the substitute is directed to the Athlete Safety tent to complete compliance on-site before participating in the event and USA Athlete Safety staff checks the individual against the Center's Centralized Disciplinary Database and the USAB Ineligible List.
2. If a substitution occurs during the event where USAB Athlete Safety staff is not present, the substitute is not permitted to participate until USAB Athlete Safety staff informs the event director that the individual has completed compliance and has been checked against the Center's Centralized Disciplinary Database and the USAB Ineligible List.

G. Should USAB Athlete Safety staff not be present at sanctioned events, all applicable participants are required to complete compliance prior to the day of the event. USAB Athlete Safety staff will communicate with the event director if applicable participants have not completed compliance, and they will not be permitted to participate in the event. The event director and their staff will be responsible for compliance check-ins by utilizing the tracking excels and distribution of wristbands, area checks and ensuring signage is properly displayed to align with the 2026 audit standards.