



The Safe Soccer Appeals Process for Iowa Soccer Association (ISA) will be governed through an ISA Safe Soccer Appeals Committee. The composition of the Appeals Committee will be:

1. State Risk Management Administrator
 - a. Appointed by Board Chairperson for 2-year term
 - b. Serves as Committee Chairperson
2. Member of the Board of Directors
 - a. Appointed by Board Chairperson annually
3. Independent Member
 - a. Appointed by Board Chairperson for 2-year term

The appeals process allows for a declined individual to submit a written accounting of the events surrounding the adverse finding on their background check which led to the disqualification. The written submission is reviewed by the Appeals Committee and follows the process outlined below.

The Appeals Committee will review the written material and make a determination within ten business days of receipt of all material from the CEO. 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 ISA activities and any of the activities of any ISA member clubs or leagues pending the decision by the Appeals Committee. 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 ISA sanctioned activities or in any of the activities of any ISA member club or league if it finds that permitting the individual to participate is inconsistent with the stated purpose of the ISA Background Check Policy. In coming to a finding, the Appeals Committee may consider one or more of the following:

1. The interest of ISA 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 ISA 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 ISA 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 ISA 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.