



Florida Swimming, Inc.

Member of USA Swimming

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To: Florida Swimming Member Clubs
From: USA Swimming/Florida Swimming, Inc.
Re: New USA-S Rule: Pre-Employment Screening

(There is a new check box area on the 2012 USA-S/FL Club Charter form to check off that your 2012 Chartered Club will comply with the following USA-S rule.)

Pre-Employment Screen - New

☐ **502.6.8** All clubs are required to comply with USA Swimming Pre-Employment Screening Procedures for New Employees for all new employees who are required to be members under 502.4 or 502.6.3. (effective August 31, 2011)

☐ As of August 31, 2011, clubs are required to complete a pre-employment screening for all new employees who are required to be members. The screen has three components: (1) references from three most recent employers; (2) education verification; (3) motor vehicle report.

☐ USA Swimming has identified three vendors who can complete the prescribed screening. It is recommended but not required that clubs use the vendor to complete the screen. Services are offered 'a la carte;' clubs can order one, two, or all three services from their preferred vendor.

☐ Clubs will be required to indicate by checking a check box on the 2012 club application form that pre-employment screens on new employees were completed in order to renew for 2012.

☐ Pre-employment screens can be initiated and additional program information available at www.usaswimming.org/protect.