

ERPR are committed to the safety of our participants. We have a thorough background check program for coaches participating in our programs which are outlined below:

Background checks are REQUIRED for all Assistant Coaches, Head Coaches, and Staff. We currently use Sterling Volunteers to run these checks for Flag Football This organization is a full-service background screening companies that offers parks and rec a one-stop-shop for background checks. Volunteer and staff screening is their specialty, including a very thorough national background check service with a national criminal database search, national sex offender check, SSN identity check, and address history, plus a complete re-verification of all criminal hits for guaranteed accuracy on over 400 million national criminal records.

All Fees associated with the mandatory background checks are paid by ERPR.

Our coordinators are vigilant in the protection of our youth. Coach's tee shirts and rosters are not given to coaches until a background check has been completed.

**Background Checks have been implemented for the purpose of:**

1. Promoting a safe, nurturing, and supportive athletic environment in which youth athletes can pursue their athletic goals.
2. Providing an environment where parents of children can feel good about allowing their child to participate in the sport of flag football. Please note: this screening is not intended to serve as a profiling tool nor can screening guarantee that incidents of abuse by coaches will not occur. Background screening is designed as a preventative risk management tool but does not ensure inappropriate behavior will not occur.
3. Sterling Volunteers is our primary national provider for background checks. More information about Sterling Volunteers please email [sskiles@eastridgetn.gov](mailto:sskiles@eastridgetn.gov)

**What Coaches can expect from a background check:**

1. We require any coach who has access or direct contact with youth athletes (under the age of 18) during scheduled practices or games to submit information for a background check, review and acknowledge the Coaches Code of Conduct waiver and be listed on the team roster. 2 coaches per team.
2. Background checks will require an applicant's full name, social security number, and date of birth.
3. Coaches will be screened for convictions of the following crimes:
  - Felony-  
(best described as but not limited to, any crime punishable by confinement greater than one year)
    - Any crime involving force or threat of force against a person.
    - Any crime in which sexual relations is an element, including "victimless" crimes of a sexual nature (including pornography)
    - A crime involving controlled substances (not paraphernalia or alcohol)
    - Any crime involving cruelty to animals.
4. What **DISQUALIFIES** a potential coach:
  - Sexual Offenses and Misconduct Felonies
  - Violent Felonies
  - Any child abuse or domestic violence Felonies
  - Felonies (other than sex or violence related) within the past 10 years
  - Misdemeanors including controlled substances (not paraphernalia or alcohol) or violence within the past seven years
  - Pending charges including violence, sexual offense, child abuse, or controlled substances