

Neobaseball Background Check Policy for Coaches (1/13/19)

Neobaseball, Ltd. (Northeast Ohio Youth Baseball) values the safety of our volunteers, participants, parents, spectators and any individuals involved within the organization. To this end, we strive to take sound measures to protect their safety. We have special regard for the children who trust in our ability to provide them with wholesome, safe experiences. One specific measure is to perform background checks on volunteers who have contact with program participants.

Background Screening Process

All rostered managers/coaches (“coach”) will be required to complete a background screening through National Center for Safety Initiatives (“NCSI”) to establish a “green light” or “red light” determination, based on the following:

- Have you ever been convicted, or do you have a pending charge, of a felony?
- Have you ever been convicted, or do you have a pending charge, of any lesser crime involving force or threat of force against a person?
- Have you ever been convicted, or do you have a pending charge, of any lesser crime of a sexual nature or classified as a sex offense including but not limited to “victimless” crimes of a sexual nature such as prostitution, pornography, indecent exposure
- Have you ever been convicted, or do you have a pending charge, of a lesser crime involving controlled substances (not paraphernalia or alcohol)?
- Have you ever been convicted, or do you have a pending charge, of a lesser crime involving cruelty to animals?
- Are you a sex offender registrant?
- Have you ever been convicted, or do you have a pending charge, of a lesser crime involving harm to a minor?

NOTE: All coaches must be rostered if they have regular and/or direct coaching contact with youth participants, or if the coach will be on the field or dugout during games.

Red Light Determination

Any person that receives a red light determination is not permitted to be involved in any aspect of coaching.

If it is believed that the information reported that resulted in a red light was inaccurate, an appeal can be made directly to NCSI to correct the potential issue. The coach will only be permitted to resume coaching responsibilities and involvement once NCSI releases a green light.

An appeal (primary appeal) can be made directly to Neobaseball, Ltd. In those situations, the background of the person’s record will be considered along with general disqualifiers discussed below.

Disqualifiers

The following disqualifiers will be used as a guide to determine if a person shall be permitted to coach:

- All Sex Offenses (no time limit)
- All Felony Violence (no time limit)
- All Non-Violent Felony Offense (past 10 years)
- All Misdemeanor Violence (past 7 years)
- Misdemeanor/s that result in a red light (past 3 years for single offense or multiple in past 10 years)
- A documented pattern of irresponsible behavior

While these disqualifiers are listed as a guide, Neobaseball will have the ultimate authority to deny eligibility (and not the local board exclusively). If a coach's background check includes a charge set forth on the list of disqualifiers above, Neobaseball shall dismiss the appeal and the person shall not be permitted to coach.

Under certain circumstances, a secondary appeal shall be permitted for red light applicants denied the primary appeal. The secondary appeal should be initiated through written request to Neobaseball, Ltd. by the red light applicant. In those situations, the information shall be presented to the active local area (community) representatives for discussion and approval/denial based on majority vote of attendees present (one vote per community). Applicant/s who request a secondary appeal agree to Neobaseball, Ltd. releasing any and all background screening and/or related information to all local area representatives, and waive Neobaseball, Ltd. and its affiliates of any & all liability or damages whether related to privacy and/or expectations of privacy.

Awaiting Disposition of Offense

Anyone, including a previously approved coach, who is arrested or charged for any disqualifying offense and is awaiting disposition of the case shall not be permitted to participate as a coach until the official disposition of the case is reviewed and a decision is made as to the coach's continued status under this policy.

Volunteer Disclosure Responsibility

Any coach determined eligible to participate in youth programs and who is subsequently arrested, charged, committed, and/or found guilty of any disqualifying offense (as defined above) shall immediately (the next business day) notify Neobaseball. The coach shall be immediately removed from the voluntary position. Failure to notify the Neobaseball board immediately shall result in the volunteer being permanently disqualified for participation in the youth program.

SafeKids Program Guidelines

All organizations/volunteers affiliated with Neobaseball shall adhere to "SafeKids" program guidelines which shall constitute the policies with regard to awareness and prevention of abuse.