

SAN MARCOS YOUTH BASEBALL (SMYB)

Background Screening Process for Volunteers

Purpose

San Marcos Youth Baseball (SMYB) has a great deal of concern about the safety and abuse of children. It is our intent to make every reasonable effort to deny from participation any person who has been convicted of a crime of violence or a crime against another's person that would bring unnecessary risk to the health or safety of SMYB's baseball league participants. We will not tolerate the abuse of any child and will make an active effort to prevent child sexual abuse in our programs. We try to structure our activities so that volunteers/staff are not left alone with children. We take any allegations by children and others very seriously. We will refer allegations to the State law enforcement authorities for investigation and will fully cooperate in any investigation.

It is the intent of SMYB to review each background check with the utmost confidentiality and in an objective manner, without bias toward any applicant.

Scope

SMYB has determined that all applicants for the volunteer positions of Board Member, Manager, Coach or Assistant Coach must go through a background screening process bi-annually.

Process

The SMYB Executive Board will appoint one (1) Executive Board member to act as the "Volunteer Director" who will ensure that every applicant for the volunteer positions of Board Member, Manager, Coach or Assistant Coach is sent a request to go to the link on the SMYB website set up for background screening. The applicant will fill out the required information needed by the contracted background screening company and will agree to the SMYB Authorization and Liability Release. The SMYB Volunteer Director shall then review the background screening report for each applicant. If an applicant is found to have been convicted of any of the following offenses, no matter in what timeframe, he or she will not be allowed to work with children. Additionally, pending convictions of or arrests for the following things are to be considered disqualifiers until SMYB decides otherwise:

- Any sort of abuse or assault/battery — physical or sexual
- Rape

- Any crime of a sexual nature, including possession or dissemination of pornography
- Homicide or manslaughter in any degree
- Attempted murder
- Domestic violence
- Child neglect
- Felony drug crimes
- Animal cruelty
- Theft/robbery
- Forgery/fraud
- Kidnapping
- Arson
- Weapons violations
- Any crime, misdemeanor or felony, involving children as either an accomplice or victim

If an applicant for Manager, Coach or Assistant Coach is found to have been convicted of any of the following offenses, the SMYB Volunteer Director will bring his or her application to the attention of a review committee consisting of the SMYB Volunteer Director, the SMYB President and the respective SMYB Division Rep:

- Driving Under the Influence/Driving While Intoxicated within last 15 years — Will be considered if there is a possibility the person will be driving a child at any time.
- Vehicular manslaughter within any timeframe — Will be considered if there is a possibility the person will be driving a child at any time.
- Multiple driving citations/accidents within last 15 years — Will be considered if there is a possibility the person will be driving a child at any time.
- Misdemeanor drug charges within last 15 years — This potentially shows the presence of amoral beliefs or possible drug possession, and the person will be closely evaluated before being allowed to have a leadership position among children.
- Petty theft within last 15 years — Will be a disqualifier if the person will be handling finances in any way within the organization.

If an applicant is brought for review, the review committee shall review the application, offenses and scope of the volunteer position and may or may not speak to the applicant regarding the findings of the background screening.

The SMYB Volunteer Director shall provide a list of applicants for Manager, Coach and Assistant Coach to the SMYB Division Reps with their background screening status as follows: incomplete, approved, not approved. It will be the responsibility of the SMYB Division Reps to support the SMYB Volunteer Director in ensuring that all managers, coaches and assistant coaches have completed the background screening process.

The SMYB Volunteer Director shall notify all applicants that are not approved for volunteer positions. Applicants can request a copy of their background screening report in writing by

contacting the SMYB Volunteer Director. After reviewing the background screening report, the applicant has the right to dispute any of the information. The review committee shall review any disputes made by applicants. The review committee shall reserve the right to determine the applicant's status of approved or not approved after reviewing the evidence.

SMYB Authorization and Liability Release

The following Authorization and Liability Release will be electronically agreed to by each applicant on the SMYB or its affiliate's website when providing their information for background screening:

I hereby give my full consent and permission to SAN MARCOS YOUTH BASEBALL (SMYB) in order to obtain information relating to my criminal history and any other applicable records. The records as received by the reporting agencies may include but are not limited to criminal records, motor vehicle records, social security verification, consumer reporting agency records, education records, as well as plea bargains, deferred adjudications, and delinquent conduct committed as a juvenile. I understand that this information will be used in part to determine my eligibility for a coach, volunteer or staff/board or other position within this organization. I also understand that as long as I remain in such capacity here, the above mentioned record checks may be repeated at any time. I understand that I will have an opportunity to review the records as received by SAN MARCOS YOUTH BASEBALL when requested by me in writing. I also understand that the records received could contain information presumed expunged. I do for myself, my heirs, executors and administrators, hereby remise, release, and forever discharge and agree to indemnify SAN MARCOS YOUTH BASEBALL, each of their officers, directors, employees, volunteers and agents and hold them harmless from and against any and all causes and actions, including but not limited to: suits, liabilities, costs, debts, and sums of money, claims, and demands whatsoever and any and all related attorney's fees, court costs, and other expenses resulting from the investigation of my background in connection with my application to serve.