

## BACKGROUND CHECK FOR COACHES

**Purpose:** To protect and provide a safe and healthful environment to the players participating in Lakeville South Girls' Basketball Association's (LSGBA) programs.

**Position Statement:** All coaching applicants will be required to agree to a background check prior to being selected as a coach. LSGBA shall determine, in its sole discretion, whether any criminal conviction or pattern of criminal convictions shall disqualify a person from a position within LSGBA. Convictions of a serious nature, including but not limited to, alcohol related, assault, theft, drugs, unlawful ownership or use of deadly weapons (regardless of whether a felony level conviction or not) or a series of convictions of a lesser nature which show a pattern of irresponsible behavior and lack of concern for basic rules, laws and the safety and well being of others may disqualify an applicant.

**Applicability:** The policy applies to all coaches participating in any LSGBA program (traveling and in-house).

**Responsibilities:** Note: The LSGBA Board of Directors has identified a Background Check Panel of three board members (the "Background Check Panel") to assist and advise LSGBA in this endeavor.

The Background Check Panel will:

- Ensure that all affected volunteers comply with this policy.
- Advise LSGBA Board of Directors on modifications, additions, and enforcement of guidelines and policies.
- Contract with a reliable agency to perform background checks on persons designated by this policy.
- Determine if a person should be excluded from participation or involvement in LSGBA programs, based on the information received through the background checks.
- Notify applicants of their rejection or expulsion. Offer the applicant the opportunity to withdraw his or her name from coaching consideration.
- Periodically review and update this policy as needed.
- Maintain confidentiality of all results of background checks.

**General Procedures:** Note: A portion of the registration fees will cover the expense of an external vendor performing the background checks.

Information gathering:

- Volunteers must complete the LSGBA Coaching Application, which has an acknowledgment of consent.
- Background checks will be conducted on an annual basis and under the auspices of the Background Check Panel.
- During the coach selection process, an email with a link, user id, password and directions will be sent to prospective coaches, so that they can complete the process in the privacy of their own home.
- All information provided to the Background Check Panel is to be held in strictest confidentiality.

Notification:

A member of the Background Check Panel will notify applicants if the Background Check Panel determines that a person should be excluded from participation in LSGBA programs, along with a request for a resignation, if the person is an existing coach.

Failure to Comply:

If an applicant refuses to provide information for or sign a LSGBA Coaching Application, they will automatically be excluded from further participation in the organization.