Niwot Youth Sports Background Screening Policy

Purpose

It is the intent of this policy to establish certain guidelines wherein Niwot Youth Sports, Inc., a 501(c)(3) Colorado nonprofit corporation (hereinafter referred to as "NYS") can seek to protect the children who participate in our program by investigating the background of volunteers who will be coaching in its athletic programs.

General Guidelines

1. NYS shall ensure that all participants 18 years of age or younger shall have at least one (1) approved coach or assistant coach (collectively referred to as "Coach") present at each athletic activity, including practices, games and meetings.

2. Any Coach who has been convicted of or has a pending charges pertaining to any of the disqualifying offenses listed in this policy will be immediately disqualified from coaching in any capacity in NYS. A Coach who willfully fails to comply with this background screening shall be automatically disqualified.

3. All sports will have identified Coaches processed for approval. Each Coach will have his or her background checked every 12 months for as long as he or she continues coaching.

Screening Process

It is NYS policy that all Coaches consent to a background check. The deadline for filling out the online information/consent form will be one week prior to the first practice. This will give NYS time to compile and process the forms, and to conduct the background checks. After the background check, the results of the background check will be reviewed by the President, the Treasurer, and the Executive Director of the NYS Board of Directors. All information pertaining to the background check will remain with NYS, subject to any laws requiring disclosure.

If any of the disqualifying entries are reported in the criminal background check, NYS shall notify the Coach and the remainder of the Board of Directors that he or she is disqualified.

Confidentiality

To help ensure confidentially, the remainder of the NYS Board shall not be notified of a Coach's criminal history when it does not result in disqualification from coaching. The criminal background reports shall be kept in secure location for a period as required by applicable law.

Appeals Process

If a Coach's background check includes a conviction of a charge that is set forth on the list of disqualifiers below, NYS shall immediately disqualify a person from volunteering as a

Coach. There shall be no appeal of a decision to disqualify a Coach if the Coach's relevant criminal history is accurate.

If a Coach wishes to dispute the content of the profile report, the Coach shall contact the third party responsible for conducting the background check by first contacting NYS, which will give appropriate contact information to the Coach. If the circumstances change regarding the disqualified Coach, they must request in writing for a new criminal history back search.

Disqualify Offenses

Any person will be disqualified from coaching or assistant coaching with any athletic team in any program operated by NYS if the coach has been (1) found guilty or entered a guilty or *nolo contendere* plea regardless of the adjudication for any of the disqualifying offenses (2) has a charge pending against him or her in which it is alleged that he or she has committed any of the following crimes, or (3) has a record of a conviction of an equivalent offense in another State.

The list below outlines some, but not all, of the offenses resulting in a conviction that will result in disqualification from coaching in NYS. Individual offenses will be judged on the basis of providing a safe environment for the children involved in NYS programs.

- Any felony or misdemeanor offense involving crimes of moral turpitude
- Sexual assault
- Crimes involving children, including but not limited to:
    - Incest
    - Taking indecent liberties with children
    - Abuse and neglect of children
    - Failure to secure medical attention for an injured child
    - Obscenity offenses involving children
    - Possession of child pornography
- Abuse and neglect of incapacitated adults