

Batesville Youth Baseball/Softball Background Check Documentation

www.batesvillebaberuth.com



Since the 2014 season, Batesville Youth Baseball and Softball has mandated that background checks be completed for all volunteers who have repeated contact with players. The checks are completed for the same reasons employers conduct background checks. The “duty of care” of the league is to protect players, spectators and other volunteers from volunteers that the league knew – or should have known, pose a safety risk. Background checks can provide insight into an individual’s behavior, character and integrity. There are several types of background checks available but for the purposes of the league, we will focus on the criminal background check. Background checks can only be completed with the consent of the applicant/volunteer. The league has defined the following roles as needing to have passed a background check: Board Members, Head coaches, assistant coaches, and team parents (these checks must be completed to be eligible for a volunteer refund). This does not extend to concession stand volunteers nor to the High School students hired to help in the concession stand.

Starting with the 2019 season, Batesville Youth Baseball and Softball has additionally mandated that the same volunteers required to complete a background check, also need to successfully complete training for the “Protecting Young Victims from Sexual Abuse and Safe Sport Authorization Act of 2017” (or Safe Sport Act). The Safe Sport Act expands existing mandated youth abuse reporting laws and requires abuse awareness training for youth sports organizations that have an affiliation with a national governing body or engage in international/interstate travel. While not expressly mandated for the local “club” sport level, the board feels this training is an additional component of our “duty of care” to protect our players. Therefore, this training must be completed successfully (must pass the end of training quiz) for the volunteer to be approved.

Batesville Youth Baseball and Softball is using NCSI, to conduct the background checks and Abuse Prevention Services (APS) to provide the Safe Sport Act training. Both of which are provided through our registration vendor, SportsEngine. For the 2019 season the league is covering the entire cost of the background checks and the APS training. For consistency, all volunteers, either assigned to a team, or on the Board of Directors must complete their background checks and successfully complete the Safe Sport Act training through their SportsEngine account.

Volunteers are provided with the link so that they can register and input their identification data. Since we are using a third-party administrator, sensitive personal data is entered directly into a secure system that is not available for others to view. NCSI will run the check and issue an e-mail to the applicant when they have cleared the background check. These checks will be effective for at least a 2-year period. If anything is discovered during the database searches, the application will be flagged for review. Notification of the flagged application will then be sent to the Registration Director for review by the Committee.

Once the background check is submitted, the volunteer will be provided a link to the Safe Sport Act training site. This training is provided online allowing the individual to complete it at their own pace. At

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the end of the training, a short quiz is administered. Upon successful completion of the quiz, a certificate of completion will be provided and the Registration Director will be notified.

Disqualification Criteria (Background Check):

Batesville Babe Ruth League has adopted the following criteria for disqualification. This criteria is consistent with other recreational sports leagues.

Anyone found guilty, entering a plea of guilty, or a plea of nolo contendere (no contest) regardless of adjudication for the following criminal offenses; All Sex offenses, Murder, and Homicide regardless of time limit; Felony Violence and Felony Drug offenses in the past 10 years; any misdemeanor violence offenses in the past 7 years; any multiple misdemeanor drug and alcohol offenses within the past 7 year; or any other crimes (not listed) against children in the past 7 years (the time frames associated with the categories of crime listed above are calculated based on the date of the offense).

Individuals found to have pending court cases for any of the disqualifying offenses will be disqualified. If the disposition of the pending case does not meet the criteria for disqualification as listed above, the individual would then be cleared and reinstated.

Falsification of information on any membership application or the consent/release form is grounds for membership revocation or restriction of membership.

Individuals that are automatically disqualified must wait one season before reapplying for affiliation and/or participation with the league.

Committee:

A background check committee comprised of Board Members is responsible for the review and disposition of any opened cases. This committee will meet as necessary when either presented with a case, or to discuss policy. These meetings will be held either before or after normally scheduled board meetings. The ruling of the Board is final. Currently three members of the Board sit on the committee; for the 2019 season these members are Brent Young, Grant Griffith, and Bill Phipps. As with a jury, all decisions must be reached by consensus. Formal documentation of the meeting will be maintained, indicating date, attendance, subject and ultimate decision.

Review Process:

Initial Review - Once a background check is flagged in NCSI and brought to the Registration Director's attention, it will be reviewed and discussed by the committee. This discussion will focus on how the case at hand relates to the previously agreed upon disqualification criteria. Three options exist after the initial review is complete:

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Option 1: Cleared

Applicant is cleared for participation. Registration Director will make necessary approval in SportsEngine.

Option 2: Opportunity for Rebuttal

The initial review indicates that additional information is warranted. The applicant with flagged data is invited to discuss and plead their case. This meeting must occur prior to the commencement of applicant's contact with players. The rebuttal must be heard by all committee members, and all decisions must be reached by consensus. In this meeting the flagged item will be reviewed by the committee and applicant. The applicant will be able to explain any extenuating circumstances and convince the committee to permit participation. Committee will discuss immediately following the interaction. At this point, the applicant will either be cleared to participate or denied. This interaction will also be formally documented.

Option 3: Denied

The committee may decide to not extend participation privileges to the applicant. Applicant will be notified, and decision will be documented in SportsEngine.