



## Background Check Policy

### **PURPOSE**

It is the intent of this policy to establish certain guidelines wherein the Frankfort Baseball Board can seek to protect its' program participants by investigating the background of coaches and volunteers who will be involved in Frankfort Baseball activities.

### **GENERAL**

Criminal background screenings are conducted by an outside third party who specializes in such work. This policy will apply to all Frankfort Baseball coaches and volunteers. All Coaches/volunteers will be screened every 24 months for as long as they continue volunteering in Frankfort Baseball activities.

### **DISQUALIFYING CRIMES**

Any person who has, (1) has been convicted of, (2) pled guilty to, (3) has a charge pending against him or her in which it is alleged that he or she has committed any of the following crimes, (4) has a record of a conviction of an equivalent offense in another state, or (5) pled No Contest, regardless of adjudication to any of the following offenses, shall be disqualified from coaching or volunteering in Frankfort Baseball. Or has multiple felonies and/ or misdemeanors over multiple DATES.

#### **All Sex Offenses**

Examples include, but are not limited to: child molestation, rape, sexual assault, sexual battery, sodomy, prostitution, solicitation, indecent exposure, etc.

#### **All Felony Violence Offenses**

Examples include, but are not limited to: murder, manslaughter, aggravated assault, kidnapping, robbery, aggravated burglary, etc.

#### **All Felony Offenses other than violence or sex within the past ten (10) years**

Examples include, but are not limited to: drug offenses, theft, embezzlement, fraud, child endangerment, etc.

#### **All Misdemeanor Violence Offenses within the past five (5) years**

Examples include, but are not limited to: domestic battery, assault, battery, hit and run, etc.

#### **All Misdemeanor Alcohol Offenses within the past three (3) years or two (2) or more offenses within the past ten (10) years**

Examples include, but are not limited to: driving under the influence, drunk and disorderly, public intoxication, etc.

#### **\*\*\*All Misdemeanor Drug Offenses Within The Past Three (3) Years**

Examples include, but are not limited to: simple drug possession, possession of drug paraphernalia, etc.

#### **Any other Misdemeanor Offense within the past five (5) years that would be considered a potential danger to children**

Examples include, but are not limited to: contributing to the delinquency of a minor, providing alcohol to a minor, child endangerment, weapon offenses, theft etc.

#### **APPEALS PROCESS**

If a candidate's background check includes a charge set forth on the list of disqualifiers above, Frankfort Baseball shall immediately disqualify a person from their position. There shall be no appeal of a decision to disqualify a candidate if the candidate's relevant criminal history is accurate; all decisions are final. If a candidate wishes to dispute the content of the profile report, the candidate shall contact the third party responsible for conducting the background check by sending an email to [disputes@jdp.com](mailto:disputes@jdp.com). The candidate is responsible for providing any or all documentation to support his or her claim.