



BELVIDERE YOUTH BASEBALL, INC. BACKGROUND CHECK GUIDELINES

Belvidere Youth Baseball, Inc. is committed to protecting all individuals who are associated with the organization, including members, staff, volunteers, and guests. Belvidere Youth Baseball shall conduct criminal background checks for all volunteers and board members who will have direct, repetitive contact with children participating in the organization. These background checks will be carried out by a third party in order to ensure fairness, consistency, and compliance with state and federal laws and guidelines, including the Fair Credit Reporting Act and the Equal Employment Opportunities Commission.

Individuals who are registered sex offenders, or are required to be registered, are also not allowed to be volunteers, board members, employees, or guests. The following crimes or actions will disqualify a person from eligibility of direct participation in the organization as a volunteer, board member, or employee.

- Refusal to consent to the criminal background check
- Making a false statement in connection with such criminal background checks
- Is registered, or required to be registered, on any sex offender registry
- Has been convicted of a felony involving school, state, government officials, police officers, or minors within the last seven years
- Has been convicted within the past five years of a misdemeanor involving:
 - Physical assault or battery
 - Drugs, drug paraphernalia, or controlled substances
 - Cruelty to animals

With respect to convictions for crimes not listed above, any applicant with such a conviction shall be evaluated by the Board of Directors on an individual basis to determine whether they should be excluded from consideration based on the conviction. In so doing, Belvidere Youth Baseball, Inc. shall consider the following factors:

- Nature and gravity of the offense
- Time that has passed since the offense or completion of sentence
- Nature of the job sought or held
- Facts and circumstances surrounding the offense or conduct
- Number of offenses for which the individual was convicted;
- Age of the individual at the time of conviction or release
- Evidence that the individual performed the same type of work, post-conviction, with the same or a different employer with no known incidents of criminal conduct
- Length and consistency of employment history before and after the offense or conduct
- Rehabilitation efforts, e.g. education and/or training
- Employment or character references and any other information regarding fitness for the particular position



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- Whether the individual is bonded under a federal, state, or local bonding program

The Executive Board of Directors of Belvidere Youth Baseball, Inc. reserves the right to review any eligibility based on the aforementioned bullet points and provide probationary statuses if approved by a majority of the Executive Board.