



FJF Coach Background Screening Policy

PURPOSE

To establish certain guidelines wherein Fife Junior Football (hereinafter referred to as "FJF") can seek to protect our children by investigating the background of volunteers who will be coaching or serving on the Board of Directors.

GENERAL

- A. FJF shall ensure that all participants 18 years of age or younger shall have at least one (1) approved coach or assistant coach (hereinafter collectively referred to as "Coach") present at each athletic activity, including practices and games. A Coach becomes approved once the process described in this policy is completed.
- B. Any person who has been found guilty, pled guilty; or pled no contest, regardless of adjudication, or has a pending charge pertaining to, any of the disqualifying offenses listed in this policy will be immediately disqualified from coaching (either as a head coach or an assistant coach) in any FJF Football or Cheer activity. FJF reserves the right to disqualify a person for any crime that would be considered a potential risk to children and/or vulnerable populations. A Coach who willfully fails to comply with this background screening policy shall be automatically disqualified.
- C. This policy will apply to all youth sports coaches, both head and assistant, participating in sanctioned FJF activities. If there is any doubt as to which coaches should be screened, the general rule is anyone who would potentially have unsupervised access to children on the team. Each Coach will have his or her background checked at the beginning of every football season, tackle and flag. If a coach passed in the Fall for tackle, they do NOT have to receive a new check for the following Spring flag season.

CONFIDENTIALITY

To help ensure confidentiality, only the President, who is responsible for the evaluation of coaches in the organization, and Vice President, who is responsible for overseeing the background check process, are notified.

ACCOUNTABILITY

It is important for the integrity of the background screening program that all FJF Board of Directors verify that (1) only those persons who are screened and who are not disqualified coach or assist in the coaching of the young people approved by the FJF and (2) that such persons are active with only the team or teams identified.



SCREENING PROCESS

1. FJF has a statement of understanding when applying to coach any activity, that makes it clear that to be a coach, the person must pass a background check. This is done as part of the online registration process for all FJF activities. Registration cannot be completed unless the applicant agrees to authorize FJF to conduct a background check and failure to complete registration is a disqualification from consideration.
2. FJF cross-references the screening results with the disqualifying crimes listed in this policy. Through the Washington State Patrol (hereinafter referred to as "WSP"), an Approved/Denied status is determined. An Approved status is assigned for any Coach that has zero disqualifying crime matches, a Denied status is assigned for any Coach that has one or more disqualifying crime matches. All information pertaining to the background check will remain with the WSP.
3. FJF will notify the Coach by email that he/she is disqualified. Upon request, the Coach will receive a copy of the background check.

APPEALS PROCESS

If a Coach's background check includes a charge set forth on the list of disqualifiers below, FJF 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; all decisions are final.

If an applicant wishes to dispute the content of the report, the applicant shall contact the WSP for further clarification. The applicant is responsible for providing any or all documentation to support his or her claim.



DISQUALIFYING CRIMES

If a Coach (1) has been convicted of, (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 Coach will be disqualified from volunteering for a coaching or assistant coaching position within FJF in any capacity.

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 seven (7) years.

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

Two Misdemeanor Alcohol offenses within the past five (5) years or multiple offenses in 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 five (5) years or multiple offenses in the past ten (10) years.

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

Any other misdemeanor within the past five (5) years that would be considered a potential danger to children or is directly related to the functions of that coach.

- Examples include, but are not limited to: contributing to the delinquency of a minor, providing alcohol to a minor, etc.

WHY THESE CRIMES?

FJF adheres to and complies with the standards set forth by USA Football in conducting background checks and meeting the standards set for coaching.