

Appleseed Youth Soccer Association Background Check Policy

Purpose

Appleseed Youth Soccer Association is committed to the safety of all individuals who participate in its programs or events, including without limitation minors and vulnerable adults. To help protect these individuals, Appleseed Youth Soccer Association requires that anyone who wants to volunteer with or become an employee of Appleseed Youth Soccer Association, or participate in an Appleseed Youth Soccer Association event or program, undergo a criminal background check and sex offender registries. This Policy contains information about Appleseed Youth Soccer Association's background check program and describes the process used by Appleseed Youth Soccer Association to evaluate criminal background checks.

Policy Statement

I. Application

- A.** This policy applies to the following individuals (collectively, the "Subjects"):
 - 1.** Appleseed Youth Soccer Association employees and individuals Appleseed Youth Soccer Association formally authorizes, approves or appoints to (a) serve in a position of authority over or (b) have regular contact with athletes.
 - 2.** Coaches, assistant coaches, or personal care assistants who are funded, have a contractual obligation with, or are credentialed by Appleseed Youth Soccer Association, or otherwise have regular contact with Appleseed Youth Soccer Association athletes. All other individuals listed in the (Appleseed Youth Soccer Association Athlete Safety Policy) as "Adult Participants."
 - 3.** All athletes and alternates, training partners, and guides age of majority or older who are selected by Appleseed Youth Soccer Association to participate in Appleseed Youth Soccer Association Events. Individuals referenced in this subsection shall have 45 days after reaching the age of majority), to come into compliance with this background check policy. An "Appleseed Youth Soccer Association Event" is any Appleseed Youth Soccer Association sanctioned activity.
 - 4.** Individuals who have regular contact with athletes at Appleseed Youth Soccer Association Training Sites. An "(Appleseed Youth Soccer Association Site)" is any facility/location that is formally affiliated with Appleseed Youth Soccer Association and used by Appleseed Youth Soccer Association or its athletes for competitions and/or training, recovery, or coaching purposes.
 - 5.** Other individuals who have regular contact with athletes, or who have one on one access to athletes, as determined by Appleseed Youth Soccer Association, in its discretion.
 - 6.** Any reference or use of the term "Appleseed Youth Soccer Association" includes those member clubs under its jurisdiction.

II. Timing:

- A. A criminal background check covering a Subject utilizing the background check components set forth in Section VII (“Background Check Components”) will be completed prior to the Subject’s commencement of a new role at Appleseed Youth Soccer Association, or prior to the Subject’s participation in an Appleseed Youth Soccer Association event. Thereafter, a criminal background check covering a Subject utilizing the Background Check Components will be conducted every two years for as long as that individual qualifies as a Subject.

III. APPLESEED YOUTH SOCCER ASSOCIATION Sites

- A. Appleseed Youth Soccer Association Sites will require criminal background checks that utilize search components set forth in Section VI (“Background Check Components”) for individuals the Appleseed Youth Soccer Association Sites formally authorize, approve or appoint (a) to serve in a position of authority over athletes, or (b) to have regular contact with athletes. Upon Appleseed Youth Soccer Association’s request, the Appleseed Youth Soccer Association Sites must provide certifications to establish that the mandated background checks were conducted in accordance with this Policy. For purposes of clarification, an Appleseed Youth Soccer Association Site shall be regarded as having formally authorized, approved or appointed an individual in instances where the Appleseed Youth Soccer Association Site has control over the authorization, approval or appointment process.

IV. Media

- A. Individuals affiliated with the media, who are authorized or credentialed by Appleseed Youth Soccer Association to access an Appleseed Youth Soccer Association Site or attend an Appleseed Youth Soccer Association Event, and may have unsupervised one-on-one interactions with athletes, will be required to undergo a criminal background check utilizing the Background Check Components.

V. Third-Party Vendors/Contractors

- A. Contracts with third-party vendors/contractors that are (a) in a position of authority over or (b) in regular contact with athletes must include the background check requirements set forth in this Policy. The contracts shall also specify that certification must be provided by the vendor/contractor upon request by Appleseed Youth Soccer Association to establish the mandated background checks were conducted in accordance with this Policy.

VI. Partner Programs

- A. When partnering with community Appleseed Youth Soccer Associations for events, Appleseed Youth Soccer Association shall ensure that the partnership agreements include language regarding background check requirements. The agreements shall also specify that certification must be provided by the community Appleseed Youth Soccer Association upon request by Appleseed Youth Soccer Association to establish that the mandated background checks were conducted in accordance with this Policy.

VII. Background Check Search Components

- A.** Social Security Number validation;
- B.** Name and address history records;
- C.** Multiple independent Multi-Jurisdictional Criminal Database searches covering 50 states plus DC, Guam, and Puerto Rico;
- D.** County Criminal Records for each name used and county where the individual currently lives or has lived during the past five years, going back the length of time records are available and reportable for each county searched;
- E.** Multiple Sex Offender Registry database searches of all available states, plus DC, Guam, and Puerto Rico;
- F.** Multiple National Watch Lists;
- G.** SafeSport Disciplinary Records;

VIII. Eligibility Determinations.

- A. Appleaseed Youth Soccer Association Background Checks:** Any criminal background check that is obtained pursuant to the terms of this Policy that results in a report of a disposition or resolution of a criminal proceeding, other than an adjudication of not guilty, for any of the below criminal offenses will be subject to Appleaseed Youth Soccer Association's policies and procedures to determine eligibility:
 - 1.** Any felony.
 - 2.** Any misdemeanor involving:
 - a.** All sexual crimes, criminal offenses of a sexual nature to include but not limited to; rape, child molestation, sexual battery, lewd conduct, possession and distribution of child pornography, possession and distribution of obscene material, prostitution, indecent exposure, public indecency, and any sex offender registrant;
 - b.** Any drug related offenses;
 - c.** Harm to a minor, including, but not limited to, offenses such as child abandonment, child endangerment/neglect/abuse, contributing to the delinquency of a minor, and DUI with a minor;
 - d.** Violence against a person (including crimes involving firearms and domestic violence);
 - e.** Stalking, harassment, blackmail, violation of a protection order and/or threats;
 - f.** Destruction of property, including arson, vandalism, and criminal mischief; and
 - g.** Animal abuse or neglect.

IX. Background Check Process.

- A.** When a criminal background check is obtained, Appleseed Youth Soccer Association will evaluate the results of that criminal background check pursuant to Appleseed Youth Soccer Association's policies and procedures to determine whether the Subject receives a "declined" or a "cleared" status.
- 1.** If a Subject receives a cleared status, the criminal background check results did not contain information that disqualifies the Subject from volunteering with or becoming an employee of Appleseed Youth Soccer Association or participating in an Appleseed Youth Soccer Association Event.
 - 2.** If a Subject receives a declined status, the criminal background check results did contain information that disqualifies the Subject from volunteering with or becoming an employee of Appleseed Youth Soccer Association or participating in an Appleseed Youth Soccer Association Event.
- B.** If a criminal background check results in a declined status, then the Subject who has received that declined status may be able to appeal Appleseed Youth Soccer Association's determination by filing a grievance pursuant to Appleseed Youth Soccer Association Background Check Appeals Process, which can be provided by submitting a request to the club's BOR.

Subjects who wish to file such a grievance should contact Appleseed Youth Soccer Association through their club's BOR or executive board.