**[Background Screening](http://www.homewoodparks.com/athletics/background-screening/%22%20%5Co%20%22Permanent%20Link%3A%20Background%20Screening) General Information**

The Humphreys County Dixie League is implementing a mandatory background screening policy for all assigned coaches. All screening information will be submitted online and paid for by the coach. The cost of the screening should be around $12-$15.

**PURPOSE**It is the intent of this policy to establish certain guidelines wherein the Humphreys County Dixie League (hereinafter referred to as “HCDL”) can seek to protect our program participants by investigating the background of coaches, (hereinafter referred to as “candidates”) who will be involved in HCDL.

**GENERAL**A. Criminal background screenings are conducted by an outside third party who specializes in such work. The third party contractor conducting the checks will cross-reference the screening results with the disqualifying crimes listed below. No other personal information (e.g. work history, financial, credit, etc.) is checked or researched.

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 below will be immediately disqualified from being a coach for HCDL. HCDL also reserves the right to disqualify a person for any crime that would be considered a potential risk to children and/or vulnerable populations. A candidate who willfully fails to comply with this background screening policy shall be automatically disqualified. All final decisions will be decided upon by the HCDL Board.

***The criminal background screening is mandatory, there are no exceptions.***

**POSSIBLE DISQUALIFYING CRIMES**
If a candidate (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 candidate will be disqualified from coaching in HCDL.

**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 (2) Misdemeanor Alcohol offenses within the past five (5) years or three (3) 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 five (5) years or two (2) or more offenses within 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.**
Examples include, but are not limited to: contributing to the delinquency of a minor, providing alcohol to a minor, etc.

**WHY THESE CRIMES?**
HCDL has reviewed the resources of the National Association of Professional Background Screeners and sought the counsel of recognized background screening experts to develop a set of Recommended Guidelines for Volunteer Background Screening in park and recreation settings. These guidelines were produced as a result of this review.