

## **CONSENT FOR CRIMINAL BACKGROUND HISTORY CHECK AUTHORIZATION/WAIVER/INDEMNITY**

I hereby give my permission to the NWA Kickball to obtain information relating to my criminal history record through PUBLICDATA.com. The criminal history record, as received from the reporting agencies, may include arrest and conviction data, as well as plea bargains, deferred adjudications, and delinquent conduct as committed as a juvenile. I understand that this information will be used in part to determine my eligibility for a volunteer coaching, umpiring, or league board position with this organization. I also understand that as long as I remain in such capacity here, the criminal history records check may be repeated at any time. I understand that I will have an opportunity to review the record as received by NWA Kickball and a procedure is available for clarification, if I dispute the record as received. I also understand that the criminal history could contain information presumed to be expunged.

I, the undersigned, do, for myself, my heirs, executors and administrators, hereby remise, release, and forever discharge and agree to indemnify PUBLICDATA.com and NWA Kickball. each of their officers, directors, employees, and agents and hold them harmless from and against any and all causes of actions; suits; liabilities; costs; debts; and sums of money, claims, and demands whatsoever (including claims for negligence, gross negligence, and/or strict liability) and any and all related attorney's fees, court costs, and other expenses resulting from the investigation of my background in connection with my application to serve.

Applicant's Legal Name (first, middle, last, suffix):  
(please print)

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Applicant's Aliases and/or Maiden Names:

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Date Of Birth

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Applicant's Signature

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Date

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# NWA Kickball Background Check Process

## ***Why background checks?***

Parents enroll their children in a league fully expecting that they will be safe from harm. Conducting a background check is one of several actions that youth administrators take to protect their participants from abuse; others are training, certifying volunteers and setting league guidelines for parent behavior.

## ***Who must undergo a background check?***

Background checks must be done annually on all coaches, plate umpires, and board members of the league regardless of the number of years they have been involved in the league or other leagues.

## ***How are background checks conducted?***

Written permission will be obtained from all individuals prior to conducting background checks. If permission is not granted, that individual will not be allowed to serve as a coach, umpire, or league board member. The security sub-committee of the board of the directors will conduct background checks through PUBLICDATA.com. NWA Kickball will incur the cost associated with conducting the background check.

## ***When will background checks be completed?***

Background checks will be completed for all of the following league positions:

**Board members.** New board members may be assigned positions on the board prior to a background check. A background check must be conducted on new board members within 1 month of the commencement of service on the board. Background checks are to be completed annually on existing board members just prior to league tryouts.

**Coaches.** Must be completed on all coaches:

Junior, Senior, Teenage. Any head or assistant coaches assigned to teams prior to the draft must have a background check conducted prior to the draft date for that league. All remaining coaches must have background checks completed prior to the first practice or team event in which the coach participates.

Rookie, Pee Wee. Must be completed on all head and assistant coaches prior to the first practice or team event in which the coach participates.

**Umpires.** Must be completed on all league plate umpires prior to their first official game.

## ***How are the background check results evaluated?***

Results will be kept in the strictest of confidence. The security committee of the board of directors will have access to the results and evaluate them. The security committee will be made up of at least one (1) executive board member and at least one (1) regular board member.

The committee will evaluate all of the background check data. There is potential that the resultant data will indicate an individual's prior felony and/or misdemeanor convictions. All prior convictions will be reviewed on a case-by-case basis, with the following being cause for immediate disqualification:

- **Any** prior felony or misdemeanor convictions which involved children
- **Any** prior felony convictions involving drug trafficking
- **Any** felony convictions within the last 5 years
- **Any** misdemeanor convictions within the last 5 years involving drugs or assault

All other charges will be scrutinized but are not immediate cause for disqualification.

If the security committee feels uncomfortable making a decision about a particular individual, it will discuss the background check results with the president of the board of directors and come up with an action plan for resolution, which may involve a face-to-face interview with the individual in question and possibly making the executive committee aware of issues. The results of all background checks will be destroyed at the end of the kickball season (by the completion of all-star tournament).