



Northumberland Baseball Association

ADMINISTRATION OF CRIMINAL BACKGROUND CHECKS

Disqualification Criteria: To make sure all coaches, members, and volunteers are treated fairly and consistently, the following disqualification criteria should be used: Individual members found to be guilty of the following crimes should be disqualified as a member outlined below.

- All sex offenses including child molestation, rape, sexual assault, sexual battery, sodomy, prostitution, solicitation, indecent exposure, etc.
- All felony violence including murder, manslaughter, aggravated assault, kidnapping, robbery, aggravated burglary, etc.
- Found guilty within the past ten years of all felony offenses other than violence or sex including drug offenses, theft, embezzlement, fraud, child endangerment etc.
- Found to be guilty within the past 7 years of all misdemeanor violent offenses including simple assault, battery, domestic violence, hit and run etc.
- Found guilty in the past 3 years of misdemeanor drug and alcohol offenses (or multiple offenses in the past 10 years) including driving under the influence.
- Any other misdemeanor within the past 5 years that would be considered a potential danger to children or is directly related to the functions of the volunteer, including contributing to the delinquency of a minor, providing alcohol to a minor, theft (if volunteer is handling funds), etc.

Guilty means the coach, manager or volunteer was found guilty following a trial, entered a guilty plea, entered a no contest plea accompanied by the court's finding of guilt, regardless of whether there was an adjudication of guilt (conviction), or a withholding of guilt. This policy does not apply if criminal charges resulted in acquittal, dismissal or in an entry of nolle prosequi which means a formal notice of abandonment by a plaintiff or prosecutor of all or part of a suit or action.

Should any of the pending charges described above be uncovered, or should any of the above charges be brought against a coach, manager or volunteer during the season, the member should be suspended from serving until the charges are cleared or dismissed and the Risk Management Officer approves reinstatement.

All staff with access to youth including executive members, volunteers, officers, coaches, assistant coaches and managers should undergo a criminal background check prior to initial duties. A criminal background check should be completed thereafter every two years. In between this time a volunteer needs to submit a signed waiver of accountability.



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The information obtained in the criminal background check as well as waiver information should be held in strict confidence by RMO and Fair play committee to protect the confidentiality of the information. Confidential information should not be disclosed outside the organization and should only be shared on a need to know basis. However, under certain circumstances, the organization may have a legal duty to disclose certain types of information to child welfare organizations or police.

Individuals will be given a police check letter to be taken to their local police force. The results of the criminal record check will be received by the Risk management Officer and if required, reviewed by the Fair Play Committee.

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