

Background Checks:

All coaches and Unit Directors will be required to submit to a background check prior to the beginning of every season.

Any applicant who refuses to submit to a background check will automatically be disqualified.

It is the intent of the Lakeland Broncos Junior Football League to deny a position to anyone convicted of a crime of violence or a crime against another person.

If an applicant is found to have been convicted of any of the following offenses, no matter what timeframe, he or she will not be allowed to work with children within the Broncos organization.

Automatic Disqualifiers:

- *Convictions or any crime, misdemeanor or felony, involving children as either an accomplice or victim.
- *Conviction of Felony assault / battery (or any sort of abuse) - physical or sexual.
- *Arrest or Conviction of any and all assault/battery including Domestic Violence (of any sort) – physical or sexual.
- *Conviction of any crime of a sexual nature. (Including possession or circulation of pornography).
- *Conviction of Rape
- *Homicide or Manslaughter in any degree
- *Attempted Murder
- *Felony convictions concerning Domestic Violence
- *Child Neglect
- *Conviction of Felony Drug Crimes
- *Felony conviction of Theft, Robbery or Burglary
- *Kidnapping Charges or Convictions
- *Convictions involving Arson
- *Felony Weapons Violations.

Potential Disqualifiers:

- 1) DUI within the last 15 years (consider if person will be driving children at any time)
- 2) Vehicular manslaughter within any time frame (consider if person will be driving children at any time)
- 3) Multiple driving citations / accidents within the last 15 years (consider if person will be driving children at any time)
- 4) Misdemeanor drug charges within the past 15 years.
- 5) Petty Theft within last 15 years (disqualifier if person will be handling cash)
- 6) Convictions of Animal Cruelty
- 7) Convictions of Forgery / Fraud
- 8) Misdemeanor Theft, Robbery or Burglary charges.

Pending Convictions / Arrests

Prior to the beginning of the Season:

An applicant will be disqualified for the season if they have any pending convictions of, or arrests for, any of the above listed automatic disqualifiers unless there is a resolution to the charges by acquittal or dismissal before the beginning of the season. A majority vote of the Board of Directors will be required to accept an applicant with pending convictions or arrests for any of the above listed Potential Disqualifiers.

During the Season:

In the event that an approved coach or unit director is arrested or has charges brought against him / her for any of the above listed automatic disqualifiers during the season, they will be suspended (removed) from their position pending the final disposition of the charges. Suspended volunteers may return to their duties if:

- 1) There is a resolution to the charges by acquittal or dismissal. **AND**
- 2) The Board votes to reinstate the Coach / Unit Director.

In the event that an approved coach or unit director is arrested or has charges brought against him / her for any of the above listed Potential disqualifiers during the season, they may be suspended (removed) from their position pending the final disposition of the charges. It will be the responsibility of the Board to:

- 1) Review the specifics of the case.
- 2) Speak directly to the coach / unit director regarding the specifics of the situation.
- 3) Decide by majority vote to keep or suspend the Coach / Unit Director pending the final disposition.

Nothing in this policy shall be construed as a waiver or limitation of the discretion of the Lakeland Broncos Junior Football League or its Board of Directors to disqualify any applicant for a volunteer position. In addition, (when in the best interest of the program) the Lakeland Bronco Junior Football League reserves the right to decline to accept any application for volunteer / staff services with or without cause.