



Nampa Babe Ruth Baseball & Softball  
WWW.NampaBabeRuth.com



Coach Information Form/Background Check Authorization

First Name \_\_\_\_\_ Middle \_\_\_\_\_ Last Name \_\_\_\_\_  
Alias \_\_\_\_\_ (include maiden name) M \_\_\_ F \_\_\_  
Race \_\_\_\_\_ Date of Birth \_\_\_\_\_ Phone # \_\_\_\_\_  
Address \_\_\_\_\_ City \_\_\_\_\_ State \_\_\_\_\_ Zip \_\_\_\_\_

Email Address \_\_\_\_\_

Employer \_\_\_\_\_ City \_\_\_\_\_ Phone \_\_\_\_\_

Division \_\_\_\_\_ Head Coach Yes/No Asst. Coach Yes/No Shirt/Hat Size \_\_\_\_\_

Have you ever been arrested and/or convicted of a misdemeanor or a felony? \_\_\_ Yes \_\_\_ NO

If so, please list date & explain. If you have a sealed court case on file,  
you will be required to provide the court documents to Nampa Babe Ruth for review.

\_\_\_\_\_  
*(Any omissions will disqualify applicant. Use reverse side if needed)*

Have you ever been **arrested** for a sex offense, domestic assault/battery, child endangerment, any crime with a child present, drug manufacturing, trafficking or possession with intent to deliver? \_\_\_ Yes \_\_\_ NO  
**Marking yes will automatically disqualify applicant for a position within our League. Any omissions will also disqualify applicant. You may choose to appeal this decision to the Board of Directors. Appeals will be heard by the Board of Directors on a case by case basis.**

**MEDICAL HISTORY**

Please list any medical conditions (physical or mental) that Nampa Babe Ruth should be made aware of. Please give details if necessary. *(Use reverse side if needed)*

Emergency - Contact Name \_\_\_\_\_

Phone(s) \_\_\_\_\_ Relationship \_\_\_\_\_

Please list your coaching experience. Please include where and for how long: \_\_\_\_\_

\_\_\_\_\_  
*(Use reverse side if needed)*

My signature indicates the information given on this form to be true and accurate; it also authorizes Nampa Babe Ruth, Inc. to request and receive background records; both public or private and including those which may be deemed to be privileged or confidential in nature from any local, private or government agency necessary.

I certify that I have made true, correct, and complete answers and statements on my application, any supplements to it and in any interview in the knowledge that they will be relied upon in considering my application and/or would be vital to Nampa Babe Ruth's pledge to provide a safe and healthy environment for youth participants. I agree to fully comply with all applicable League policies, the Nampa Babe Ruth "Coach Code of Conduct" and "Coach Responsibilities" which I have received and reviewed.

\_\_\_\_\_  
**Signature**

\_\_\_\_\_  
**Date**



Nampa Babe Ruth Baseball & Softball  
WWW.NampaBabeRuth.com



P.O. Box 204 Nampa, Idaho 83653

## Nampa Babe Ruth Coaches Code of Conduct

**Coaches must read and abide by the NBR game rules, local League rules and the NBR Grievance Process.**

**Coaches must read and abide by the NBR ID Badge and Field Access Policy.**

**Coaches must read and abide by the NBR Social Media Policy. Coaches must read and abide by the NBR Disciplinary process guidelines.**

### With regard to my players:

- I believe that my role as a coach is to contribute to the overall success, physical, and athletic growth of the player through participation in baseball/softball.
- I will endeavor to be a good instructor and a positive role model for my players.
- I believe that the score of a game comes second to the safety and welfare of all my players.
- I am responsible for understanding and using good sportsmanship.
- I will teach my players to understand and play the game of baseball/softball.

### With regard to opposing teams:

- I believe that the way my team conducts itself can also have an influence, for better or worse, on those we compete against.
- I will endeavor to make my team a positive role model.
- I will not coach, nor allow my players to play, with intent to cause injury to opposing players.
- Neither I nor my players and spectators will display hostile behavior towards opposing players.
- I will emphasize winning without boasting and losing without bitterness.

### With regard to Umpires:

- I believe that Umpires, just as coaches and players, are attempting to do their best.
- I will instill in my players and spectators a respect for that fact.
- I understand that my attitude can influence my players and spectators.
- I will display a controlled and undemonstrative attitude toward Umpires at all times.
- Neither I nor my players will address an Umpire before, during or after the game in a demeaning fashion. Spectators should not address the umpire.
- Only coaches are allowed to address umpires.

### With regard to City and League Property:

- No throwing balls against dugouts/backdrop/fences.
- No throwing rocks and no climbing fences.
- Observe all posted signs. Players and spectators should be alert at all times for Foul Balls and Errant Throws.
- During, game, players must remain in the dugout area in an orderly fashion.
- After each game, each team must clean up trash in dugout and around stands.

Coaches are responsible for the conduct of their players and the spectators on their side of the field, specifically as it relates to the umpire, coaches, players and spectators on the other team. Verbal and/or physical abuse will not be tolerated.

For our children's health; we are an alcohol free, tobacco free and dog-free facility.

In an effort to streamline communication when the fields are closed or other NBR info, we have a website, please utilize it.  
Nampa.baberuthonline.com

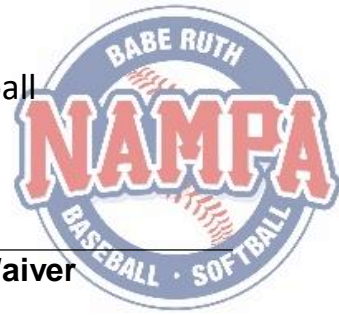
By signing this Coach Code of Conduct I certify that I have read, understand and agree to abide by the policies and guidelines above. I also understand that failure to do so will result in disciplinary action as required by the NBR Board of Directors and per League Policy and By-Laws.

\_\_\_\_\_  
Signature

\_\_\_\_\_  
Date



Nampa Babe Ruth Baseball & Softball  
WWW.NampaBabeRuth.com



## Agreement and Release of Liability Waiver

***Read Carefully- This affects your legal rights.***

In exchange for participation in sanctioned and/or non-sanctioned League activities directly and/or indirectly associated and/or organized by Nampa Babe Ruth League, Inc. and/or its affiliated entities and their respective employees, agents, officers, directors, assigns and affiliated organizations of Nampa Babe Ruth League, Inc. of Idaho and/or use of the property, facilities and services of Nampa Babe Ruth League, Inc. I agree for myself and (if applicable) for members of my family to the following:

I agree to observe and obey all posted rules and warnings, and further agree to follow any oral and/or written rules, instructions or directions given by Nampa Babe Ruth League, Inc., or the employees, representatives or agents of Nampa Babe Ruth League, Inc.

I recognize that there are certain inherent risks associated with the above described activity and I assume full responsibility for personal injury and/or death to myself and (if applicable) my family members, and further release and discharge Nampa Babe Ruth League, Inc. for injury, loss or damage arising out of my or my family's use of or presence upon the facilities and/or functions of Nampa Babe Ruth League, Inc., whether caused by the fault of myself, my family, Nampa Babe Ruth League, Inc. or other third parties.

I agree to indemnify and defend Nampa Babe Ruth League, Inc. against all claims, causes of action, damages, judgments, costs or expenses, including attorney fees and other litigation costs, which may in any way arise from my or my family's use of or presence upon the facilities and/or functions of Nampa Babe Ruth League, Inc.

Any legal or equitable claim that may arise from participation in the above shall be resolved under Idaho Law.

***I have carefully read this agreement and fully understand its contents. I am aware that this is a release of liability and a contract between myself, Nampa Babe Ruth League, Inc. and their respective employees, agents, officers, directors, assigns and affiliated organizations and sign it of my own free will.***

***By signing below, I, as the participant acknowledge release and waiver of any and all potential claims against the above noted parties. I further acknowledge that by signing this release, I voluntarily surrender certain legal rights.***

Dated: \_\_\_\_\_

Signature: \_\_\_\_\_

Printed Name: \_\_\_\_\_



Nampa Babe Ruth Baseball & Softball  
WWW.NampaBabeRuth.com



Nampa Babe Ruth P.O. Box 204 Nampa, Idaho 83653  
[www.nampababeruth.com](http://www.nampababeruth.com)

### **Nampa Babe Ruth League Coach Selection Process**

- \* A post to the website and a League email will be sent out to solicit volunteers for all Divisions of Babe Ruth, Cal Ripken and Softball. Included in the post and League email will also be a request for feedback from parents on their experience with their coaches from the prior year. Since we cannot be at every game, this tool can serve as valuable insight so that we may select the coaches that will best serve the Mission Statement of Nampa Babe Ruth League, Inc.
- \* All interested parties must fill out all 10 of the following forms and submit in person or emailed by the deadline of February 29, 2020. These forms will serve as the application for the head coaching and assistant coaching positions: Coach Application Process, Coach Code of Conduct, Sexual Abuse Prevention, Child Abuse Policy, Anti-Discrimination/Anti-Harassment, Coach Information Form & Background Check, Authorization to Release Information, ID Badge and Field Access Policy, Social Media Policy and Liability Release Waiver.
- \* All Managers, Coaches and Assistant Coaches are required by Nampa Babe Ruth, Inc. to complete a Liability Release Waiver. The waiver must be completed and submitted to the League prior to the first practice of the season.
- \* All Head Coach and Assistant Coaches applicants will have a Nationwide background check at the cost of the League. Applicants will not be allowed to assume position of head coach and/or assistant coach on or off NBR property until background check has cleared and been approved by Board vote.
- \* Estimated number of teams in each division should be compiled by the date of March 4, 2020 (except for Preps, 14/16u Softball and Tball).
- \* Applicants that pass background check will be put on a list and turned over to the appropriate Division Director as well as any information (grievances or complimentary emails/letters) on said coaches by February 29, 2020; Division Directors will then select head coaches for their division and submit their selections to the Board of Directors. The Division Directors and Board of Directors shall vote on the selected coaches at a meeting prior to March 7, 2020. If additional coaches and/or assistants are needed after final registration counts, Division Directors will submit their selections to the Board of Directors at an additional meeting.
- \* Teams for each Division, Rookies through Preps, will have approved coaches draw for available/open teams on assessment day.
- \* Head Coaches selected will be notified by Division Directors of their selection no later than March 4, 2020. Division Directors should ask for a confirmation that applicant accepts position.
- \* Remaining applicants will be available as Assistant Coaches. Each Head Coach will receive list and can select one Assistant coach from list.
- \* The appropriate Division Director should be notified of Assistant Coach selection as soon as possible and no later than March 6, 2020.
- \* All Managers, Coaches and Assistant Coaches are required by Babe Ruth Headquarters to have completed a youth protection and reporting certificate. The online certification process must be completed and certificate submitted to the League prior to the first game of the season..
- \* All Head and Assistant Coaches are required to attend the Mandatory Coaches Meeting and Mandatory Coaches Clinic Date on March 16, 2020 at 6:00pm. All coaches are required to attend the Umpire Clinic Date, Time & Location TBD ; attendance is encouraged so as to be covered in the event of a no show by the scheduled umpire.
- \* Coaches must agree to support and participate in all NBR functions that include but are not limited to; concessions, field maintenance, facility upkeep, opening day events, fundraising, player and coach clinics, regular and post season activities/tournaments and any other situation as instructed by the League or where their assistance will be of benefit to all players in the League.
- \* All Coaches and Assistants must agree to abide by the Nampa Babe Ruth Conduct and Sportsmanship Guidelines, all Code of Conduct agreements, follow and enforce all National, Regional, District and Local Babe Ruth/Cal Ripken rules, policies and procedures.
- \* Photos and videos are taken and/or submitted to NBR for promotional and media purposes. By volunteering and/or participating in our League, you have granted us permission to use your image for promotional and media purposes.

***Our goal as a League is to provide the children with a robust, structured, supervised, instructional, competitive and enjoyable baseball and softball experience. This process should help us in choosing people who can best provide that experience for them.***

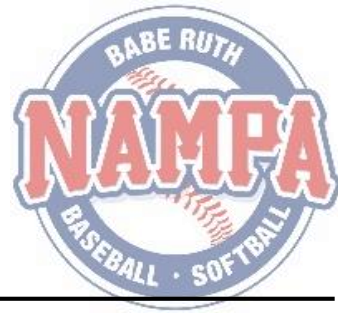
***I have read, understand and agree to abide by the policies and guidelines listed above.***

\_\_\_\_\_  
Signature

\_\_\_\_\_  
Date



Nampa Babe Ruth Baseball & Softball  
WWW.NampaBabeRuth.com



P.O. Box 204  
Nampa, Idaho 83653

**Information Release Form**

_____	_____	_____
First Name	Middle Name	Last Name
_____		_____
Current Address		Dates Lived Here
_____		_____
Addresses for the past seven years (include street, city, state, zip code);		Dates of residence:
_____		_____
_____		_____
_____		_____
_____	_____	_____
Date of Birth	Other Names Used (Including Maiden Name)	Years Used
_____	_____	_____
_____	_____	_____
Social Security Number	Driver's License #	State Issued
_____		
Email Address ( may be used for official correspondence)		

I do hereby authorize verification of all information in my volunteer application from all sources of employment, motor vehicle, criminal history, personal character or any part thereof, and authorize any duly authorized agent of Nampa Babe Ruth League, Inc. to obtain, whether the said records are public or private, and including those which may be deemed to be privileged or confidential in nature and I release all persons from liability on account of such disclosures. Information appearing on this Authorization will be used exclusively by Nampa Babe Ruth League, Inc. for identification purposes and for the release information which will be considered in determining any suitability for employment/volunteering consideration. I certify that I have made true, correct and complete answers and statements on my application, any supplements to it and in any interview in the knowledge that they will be relied upon in considering my application for volunteering. I agree to provide additional information that may be requested to process my application. I authorize without reservation, any party contacted by Nampa Babe Ruth League, Inc. to furnish the above information. This authorization is valid during the course of my volunteering terms as permitted by law.

I have the right to make a request to NBR, upon proper identification, to request the nature and substance of all information in its files on me at the time of my request.

I understand and agree that any omission, false statement, misleading statement, or answer made by me on my application or any supplements to it and in any interviews will be sufficient grounds for rejection of employment and my discharge after employment.

The safety, protection and the well-being of our young players should always be our top priority. We have a responsibility to recruit the most qualified adults to serve as managers, coaches, and other types of volunteers, to ensure our players are able to enjoy a fun and educational experience.

In addition, parents trust their children will be safe while participating in our league and our league cannot be successful without the confidence of the parents. We also have a responsibility to protect individuals and Nampa Babe Ruth League, Inc. from possible loss of league assets or financial hardships that result from litigation.

Advancements in technology and the accessibility of information have made screening and background checks the norm and a much-needed resource to determine the competency and safety of prospective volunteers.

Babe Ruth League is an organization serious about protecting children. Together, we can make Babe Ruth League, Inc. one of the safest programs in which our youth can enjoy the games of baseball and softball.

_____	_____	_____
Printed Name	Applicant Signature	Date





Nampa Babe Ruth, Inc. P.O. Box 204 Nampa, Idaho 83653

[www.nampababeruth.com](http://www.nampababeruth.com)

### **Anti-Discrimination and Anti-Harassment Guideline**

Nampa Babe Ruth will not condone, permit or tolerate any form of discrimination and/or harassment by or against any employee, volunteer, customer, vendor, independent contractor or other individual with whom our employees/volunteers come into contact in connection with their employment/volunteer duties with Nampa Babe Ruth based upon age, race, color, creed, religion, sex, sexual orientation, national origin, disability or other protected class or characteristic established under applicable federal, state or local statute or ordinance.

Sexual harassment is a form of illegal sex discrimination. Sexual harassment refers to behavior that is unwelcome, personally offensive, and which interferes with our work effectiveness. Federal law defines unlawful sexual harassment as unwelcome sexual advances, requests for sexual favors and other verbal or physical conduct of a sexual nature, whether by male or female, when (1) submission to such conduct is made either explicitly or implicitly a term or condition of an individual's employment/volunteer duties, (2) submission to or rejection of such conduct by an individual is used as a basis for employment/volunteer duty decisions affecting such individual, or (3) such conduct has the purpose or effect of unreasonably interfering with an individual's work performance or creating an intimidating, hostile or offensive work environment.

Individuals who believe they have been subjected to discrimination or harassment as described or have questions about whether certain conduct is unlawful should immediately speak to an Executive Board Member. This is particularly important in cases involving sexual harassment where there can be uncertainty about what is unlawful conduct.

Executive Board Members who receive complaints of discrimination or harassment or who are made aware of conduct that may constitute discrimination or harassment must immediately notify the Player Agent.

All complaints will be investigated promptly and the existence of a complaint will be disclosed only to the extent necessary to make a prompt and thorough investigation or to take appropriate corrective measures. In all cases, the person who initiated the complaint will be informed of the findings and disposition of the matter at the conclusion of the investigation. The Executive Board will ensure that there is no coercion, retaliation, intimidation, discrimination or harassment directed against any individual who registers a complaint or serves as a witness on behalf of another individual.

**Persons who engage in prohibited discrimination or harassment will be subject to appropriate discipline up to and including termination of employment/volunteer duties.**

*I have read, understand and agree to abide by the policies and guidelines listed above.*

---

Signature

---

Date



Nampa Babe Ruth, Inc. P.O. Box 204 Nampa, Idaho 83653

[www.nampababeruth.com](http://www.nampababeruth.com)

## **Child Sexual Abuse Prevention Policy**

**Purpose:** The purpose of this policy is to assist in maintaining a safe and secure environment for all children entrusted into the care of Nampa Babe Ruth, all children's and youth programs, and all personnel under the direction and supervision of Nampa Babe Ruth. This policy applies to all paid employees and to all non-paid volunteer workers.

**Contracted employees:** To ensure the safety and security of all children, all prospective employees, regardless of their anticipated job function, will be subject to the following screening requirements:

1. Completion of required federal and state forms, and a liability release (allowing Nampa Babe Ruth to conduct reference checks and background investigations)
2. A personal interview
3. Character reference checks
4. Criminal background and sex offender registry checks
5. Training and orientation for the purpose of maintaining an environment that is free of child sexual abuse

**Non-paid Volunteers:** All prospective non-paid volunteer children and youth workers will be subject to the following screening requirements:

1. Completion of a written coach/volunteer application and a liability release (allowing Nampa Babe Ruth to conduct reference checks and background investigations)
2. A personal interview
3. NBR Coaches/Volunteer file/records review. (If applicable)
4. Criminal background and sex offender registry checks
5. Training and orientation for the purpose of maintaining an environment that is free of child sexual abuse
6. Any coaching certifications as required by National Babe Ruth headquarters in compliance with league charter.

**Ongoing Commitment:** It is the commitment of Nampa Babe Ruth to maintain an aggressive, proactive position on the subject of child sexual abuse prevention through employee and volunteer screening and ongoing training & development. Nampa Babe Ruth believes that through such emphasis and education, a safe and secure environment for all children and youth can be maintained.

*I have read, understand and agree to abide by the policies and guidelines listed above.*

---

Signature

---

Date



Nampa Babe Ruth, Inc. P.O. Box 204 Nampa, Idaho 83653  
[www.nampababeruth.com](http://www.nampababeruth.com)

---

### **Volunteer Involvement with Child Abuse and Neglect**

Nampa Babe Ruth will act in accordance with Idaho Code in conducting programs for youth and families. Idaho Code requires that any person who suspects that a child is being abused, abandoned, or neglected must report such suspicion to the proper authorities. Failure to report may result in termination of volunteer duties.

Any volunteer who is arrested for abuse, neglect, or abandonment of a child or children shall be immediately terminated from his/her volunteer position. Any volunteer whose child or children have come under the purview of the Child Protection System shall be immediately terminated from his/her volunteer position.

*I have read, understand and agree to abide by the policies and guidelines listed above.*

---

Signature

---

Date





P.O. Box 204 Nampa, Idaho 83653  
www.nampababeruth.com

---

## Nampa Babe Ruth League ID Badge Program and Field Access Policy

The Nampa Babe Ruth League has a policy in place for all Board Members, Coaches, Assistant Coaches and Umpires. It is mandatory that they all have an NBR ID Badge in order to coach, be on the field or in dugout/bench area with the team. It is imperative that you come to the NBR scheduled dates and get your ID Badge before the season which you are coaching begins.

### **Purpose:**

To clearly identify persons that are eligible to coach during NBR sanctioned games and/or be present on the field or in the dugout/bench area with the team. Eligibility is determined by having successfully completing the Babe Ruth/Cal Ripken Baseball or Softball Coaching Certification Program and a background investigation. The intent of this rule is for the continued safety of the NBR youth and adult participants and volunteers.

### **Implementation:**

Each coach intending to coach in an official NBR baseball and/or softball game MUST successfully complete the Babe Ruth/Cal Ripken Baseball or Softball Coaching Certification Program and successfully pass the NBR required background check. The person must display the ID badge at ALL times while their team is on the field.

Babe Ruth/Cal Ripken training is valid for the lifetime of the recipient; the NBR background check is valid for 1 year.

Prior to the game, the coaches and umpire(s) must present their NBR ID badge to the home team's scorekeeper or field supervisor. The scorekeeper/field supervisor will check the NBR ID badge to ensure the badge is still valid and note the coach's/umpires name in the scorebook. . All coaches and umpire(s) must present their NBR ID badge to the scorekeeper/field supervisor prior to the start of the game.

NBR Board of Directors must have in possession and display their ID badge at all League functions.

### **Penalties:**

- If a coach/umpire/volunteer does not display AND/OR have in their possession their NBR ID badge, they will not be allowed to coach that game or be on the field or in/around the dugout/bench area. If the coach refuses to leave the bench/field/dugout area, their team will be assessed an automatic forfeit.
- If the team does not have a head-coach or assistant coach with a valid NBR ID badge, that team will be assessed an automatic forfeit.
- If a coach is deemed ineligible to coach, the coaches' name will be placed on the "NBR Coaches ID Badge Revocation List" and they will not be able to receive a new badge until their coaching status is reviewed. This revocation list will be maintained by the NBR office and distributed to the League officials as required. If a coaches' name is on the list, they will not be able to coach until the situation is resolved.
- If the ID badge is lost, a new card can be obtained from the NBR office upon receipt of a completed ID card written request for a \$10.00 fee. Replacement time will vary and cannot be guaranteed.

### **Issue:**

- The responsibility of obtaining and maintaining completed (current, sanctioned and official NBR) ID badges is the responsibility of the Board Member, Coach, Assistant Coach or Umpire receiving said badge. Dates to obtain badges will be advertised on the League website at [www.nampa.baberuthonline.com](http://www.nampa.baberuthonline.com) and sent out via email through the League website.
- When the ID badge is completed it will be given to the NBR office to be sanctioned and distributed.

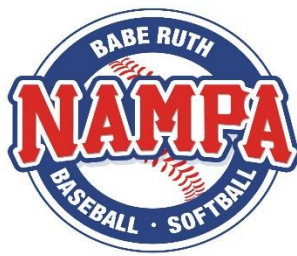
*I have read, understand and agree to abide by the policies and guidelines listed above.*

---

Signature

---

Date



---

## **Nampa Babe Ruth League, Inc. Youth Softball and Baseball Social Media Policy**

**Applicable to: League Officers, Coaches, Volunteers, Paid/Non-Paid Employees and League Members.**

Nampa Babe Ruth League, Inc. understands the popularity and usefulness of social media networking sites such as

Twitter, Facebook, You Tube, Instagram, Snapchat and others and supports their use provided that:

- No offensive or inappropriate pictures are posted;
- No offensive or inappropriate comments are posted;
- Any information placed on these outlets does not violate League Policy or Procedure, By-Laws, Coach Code of Conduct, Parent Code of Conduct or Player Code of Conduct;
- Photos and/or comments posted on these sites do not depict specific identifiable activities and/or information (including wearing/using team uniforms or gear inappropriately) or solicitation of monies/materials, on behalf of the Nampa Babe Ruth League, Inc. without express written consent.

**Online communication with social networking websites (Facebook, Twitter, etc.) must not contain information/commentary that is obscene, defamatory, profane, libelous, threatening, harassing, abusive, hateful or humiliating to another person or entity. This includes, but is not limited to, comments regarding Nampa Babe Ruth, its affiliates, board members, customers, volunteers or players. By participating in online communications, members/coaches/volunteers need to be aware that they may be held personally liable for defamatory proprietary or libelous commentary.**

Nampa Babe Ruth League, Inc. League Officers, Volunteers and Paid/Non-Paid Volunteers must remember that they are representatives of the Nampa Babe Ruth League, Inc. and are in the public eye more so than other members. It is important that we maintain professionalism at all times.

League Officers, Coaches, Volunteers, Paid/Non-Paid Employees and League Members could face discipline and even dismissal for violations of Nampa Babe Ruth League Inc. Policy or Procedures, By- Laws, Coach Code of Conduct, Parent Code of Conduct or Player Code of Conduct.

Our goal as a League is to provide the children with a robust, structured, supervised, instructional, competitive and enjoyable baseball and softball experience. This process should help us in achieving that goal.

***I have read, understand and agree to abide by the policies and guidelines listed above.***

---

Signature

---

Date