

# Kempsville PONY Baseball Youth Protection Program

## Overview

Kempsville PONY Baseball is committed to the safety and well-being of the youth in the league. The purpose of Kempsville PONY Baseball's Youth Protection Program is to provide policy and guidance aimed at safeguarding our youth.

All parents, families, relatives and members of Kempsville PONY Baseball trust our program to provide a safe environment for our youth. The opportunity to work with youth is a privileged position of trust that should be held only by those who are willing to demonstrate behavior that fulfills this trust. All volunteers approved to work with our youth will meet the minimum training and education requirements set forth in the policy section of this program.

## Policy

Every Executive Board Member, Team Manager and Primary Coach shall complete a background check and the required training specified below. A manager is the adult approved by the Executive Board to serve as the primary point of contact for team management. The Primary Coach is the adult designated by the Manager to serve as his/her primary assistant on the team.

- Background Checks – Executive Board Members, Managers and Primary Coaches shall complete a background check for each age division. Background checks will be renewed as Managers or Primary Coaches move into a new PONY age division.
- Training – Managers shall complete the NYSCA Coaching Youth Sports module and baseball-specific training module. Managers shall also complete additional NYSCA training on Concussions, Bullying in Sports and Child Abuse Prevention. Primary Coaches shall register with NYSCA as a Non-member and complete training on Concussions, Bullying in Sports and Child Abuse Prevention. Primary Coaches may complete the NYSCA Coaching Youth Sports and baseball-specific training modules, but it is not required.
- The Executive Board shall annually review this policy and the criteria used to screen Managers and Primary Coaches. Executive Vice Presidents will ensure individuals nominated for Managers and designated as Primary Coaches have completed the required background checks and training.

# Background Checks

The City of Virginia Beach requires all youth athletic organizations with access to public facilities to complete background checks on adults who may have unsupervised contact with youth participating in organized activities. In order to meet this requirement and to ensure the safety of the youth in the league, Kempsville PONY Baseball requires the Manager and Primary Coach of each team to complete a background check.

Background checks are completed by a credible, third-party background check organization. All background checks are adjudicated, so the specifics of individuals and their records are unknown to the league. The Kempsville PONY Baseball Executive Board will establish criteria for qualification as a Manager or Primary Coach; results from the background check are provided as 'pass' or 'fail'.

Examples of disqualifying conduct are listed below. This list of conduct is not intended to be all-inclusive and in no way sets limits on the conduct deemed grounds for disqualifying an individual from affiliation with Kempsville PONY Baseball.

- ANY crimes against children (including but not limited to abandonment, abuse, endangerment, indecency, neglect, sexual assault, pornography, possession or promotion of pornography, enticement, solicitation, indecency)
- ANY crimes involving children as an accomplice
- Any crimes resulting from the applicant being in a Position of Trust
- Any crimes involving any of the following:
  - Animal Cruelty
  - Arson
  - Criminally negligent homicide
  - Felony drug crimes
  - Financial crimes (theft, embezzlement, absconding, etc., would automatically disqualify an individual from any board role, or any role involving the handling of finances or money)
  - Fraud
  - Indecent exposure
  - Injury to elderly or disabled
  - Kidnapping
  - Manslaughter (involuntary or voluntary; including while intoxicated or under the influence)
  - Murder
  - Multiple DUI/DWI/Domestic Violence offenses (more than 1 in past 10 years)
  - Obscenity
  - Prohibited sexual conduct
  - Public lewdness
  - Rape
  - Robbery
  - Sexual abuse
  - Sexual assault
  - Weapons violations

Managers and Primary Coaches are required to complete a background check when moving to a new PONY age division. The fees associated with background checks will be funded by the league.

## Training

Every player deserves a well-trained coach. As such, each Manager shall complete the required NYSCA Coaching Youth Sports module and baseball-specific training module, along with NYSCA training on Concussions, Bullying in Sports and Child Abuse Prevention. Managers will register with NYSCA and the league will fund the cost of this training for Managers. This training is valid for 4 years.

Primary Coaches are encouraged to complete the NYSCA Coaching Youth Sports module and baseball-specific training module, but are required to complete the NYSCA training on Concussions, Bullying in Sports and Child Abuse Prevention. To complete this required training, coaches must register with NYSCA as a Non-member and the training is offered free-of-charge by NYSCA. The training completed through NYSCA is valid for 4 years.

The table below summarizes mandatory training for Managers and Primary Coaches.

	<b>NYSCA Required Training</b>
Team Managers	<ul style="list-style-type: none"><li>• Coaching Youth Sports</li><li>• Baseball-specific Training Module</li><li>• Concussion</li><li>• Bullying in Sports</li><li>• Child Abuse Protection</li></ul>
Primary Coaches	<ul style="list-style-type: none"><li>• Concussion</li><li>• Bullying in Sports</li><li>• Child Abuse Protection</li></ul>

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Approved by the Executive Board on 13 January 2016.