

# NPPB Criminal Background Check Policy

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*Updated 2019*

## **POLICY DETAILS**

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Any person wishing to volunteer as a coach or manager in Newbury Park Pony Baseball (NPPB) must complete a criminal background check. This background check is designed to help NPPB maintain a thorough background screening process and child abuse prevention program.

The application form includes a Criminal Background Check Release. All requested information must be provided by the applicant, including Social Security number, driver license number (or other government issued photo I.D. if the applicant does not drive) and date of birth.

Criminal background checks are performed on an ongoing basis throughout the year. The responses on the NPPB Application Form must coincide with background check results. Failure to answer honestly may be grounds for disqualification.

In all cases, the results of any criminal background check must be kept strictly confidential and only accessible to executive board members.

If a conviction is disclosed or discovered, the executive board of NPPB must make a decision on whether or not the applicant may be used based on the following guidelines and partial Table of Convictions. As used in this policy, the term conviction refers to a conviction entered after a trial, after a guilty plea or after a plea of no contest/nolo contendere.

Any application form that does not contain honest answers or that misrepresents the number, type or gravity of any such conviction(s) will not be approved irrespective of the nature of the offense or the time that has transpired since the conviction.

## **NPPB Criminal Background Check Policy**

*Updated 2019*

Any individual on probation or required to complete a court ordered rehabilitation or other such program following a conviction for a crime appearing on the Table of Convictions will not be considered to serve as a volunteer until all terms and conditions established by the court have been satisfied and proof of completion submitted to NPPB.

Any person convicted of a crime against or otherwise involving a minor at any time in the past will not be approved to be a volunteer.

Most felony convictions will result in a negative determination. Evidence of multiple convictions, either felony or misdemeanor, are likely to also result in a negative determination. Where a conviction is remote in time or where the applicant's conduct since the conviction(s) indicates rehabilitation or lack of risk to the membership and the program, some leeway may be provided (by vote of the executive board).

Persons convicted of a crime of violence or other serious crime against a person within the prior 20 years will be disqualified from any volunteer position.

Persons convicted of sex offenses will be disqualified from volunteering.

Persons convicted of a theft related crime or fraud within the prior 15 years will be disqualified from any position involving the handling of funds, property or personal identification information.

Persons convicted of a serious substance abuse crime within the past 10 years will be disqualified from any coaching position or any position that leads children's activities.

Persons convicted of less serious crimes of violence, substance abuse or one of the listed miscellaneous crimes within the past 5 years will be disqualified from any coaching position or any position that leads children's activities.

In certain limited instances, NPPB will disqualify volunteers who have been arrested for a crime, even if the arrest later results in no charges being filed. While NPPB casts no judgment about any of the allegations and/or accusations in these instances, NPPB's overriding and compelling interest is to provide a safe, fair and fun environment for children.

# NPPB Criminal Background Check Policy

Updated 2019

DUI: Persons convicted of driving while under the influence or other traffic/conduct related crimes within the preceding 3 years will be disqualified from holding the position of team coach or assistant coach. Persons convicted of driving under the influence within the preceding 3 years may be accepted for other volunteer positions with the understanding that they are prohibited from driving any child or NPPB volunteer other than immediate family members to or from an NPPB activity.

If any discretion is exercised in the application of this policy, it must be exercised in a uniform manner, so that substantially similar convictions and circumstances result in substantially similar treatment of potential volunteers.

Individuals disqualified or restricted by NPPB are not entitled to due process at the Region, Area or Section level. Their right of review is conducted in conjunction with their Notice of Duty to Review Criminal Background.

## Table of Convictions – Partial List

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### Violent Crimes & Serious Crimes Against a Person

Aggravated Assault	Possession of Explosives
Aggravated Battery w/ Firearm	Preventing a 911 Call
Armed Robbery	Terrorism
Arson	Reckless Homicide
Assault	Robbery
Attempted Murder	Second Degree Murder
Battery	Stalking
Blackmail	Solicitation for Murder
Cruelty to Animals	Tampering w/ Food or Drugs
Domestic Battery	Threatening Public Officials
Extortion	Treason
Hate Crime	Unlawful Restraint
Home Invasion	Vehicular Car Jacking
Hit and Run Causing Injury/Death	Vehicular Endangerment
Kidnapping	Violation of Order of Protection
Murder	

## Less Serious Crimes Against a Person

Disturbing the Peace- fighting  
Harassment  
Harassment of Jurors or Witnesses  
Involuntary Manslaughter

Intimidation  
Simple Assault  
Restraining Order  
Vehicular Manslaughter While Intoxicated  
Criminal Threats of Death/Bodily Harm

## Sex Offenses

Bigamy  
Child Pornography  
Criminal Sexual Abuse  
Criminal Sexual Assault  
Criminal Transmission of HIV  
Distribution/Sale of Pornography to a Minor  
Indecent Exposure  
Indecent Solicitation of a Child  
Keeping a Place of Prostitution  
Lewd and Lascivious Behavior

Obscene Phone Calls  
Obscenity  
Pandering  
Pimping  
Prostitution  
Public Indecency  
Sex with a Minor  
Sexual Exploitation of a Child  
Solicitation of a Sexual Act

## Theft-related Crimes

Bad Checks  
Bid Rigging  
Bid Rotating & Kickbacks  
Bribery  
Burglary  
Computer Hacking/Trespass  
Embezzlement  
Fencing of Stolen goods  
Forgery  
Grand Theft  
Identity Theft  
Industrial Espionage

Interference with Public Contracts  
Looting  
Money Laundering  
Misuse of Credit Card  
Petty Theft  
Possession of Burglary Tools  
Receiving Stolen Property  
Tax Evasion  
Theft of Intellectual Property  
Ticket Scalping  
Welfare Fraud

## Fraud

Deceptive Sales  
Fraudulent Advertisement  
Fraudulent Use of Access Card  
Insurance Fraud

Mail and Wire Fraud  
Odometer Fraud  
Public Aid Fraud  
Retail Fraud

### Serious Substance Abuse Crimes

Abuse of Prescription Medicines  
Criminal Drug Conspiracy  
Distribution of Alcohol to Minors  
Illegal Transportation of Controlled Substances

Possession of Marijuana, more than one ounce  
Possession of Illegal Substances  
Sale or Manufacture of Illegal Substances

### Miscellaneous Substance Abuse Crimes

Possession of Drug Paraphernalia  
Possession of Marijuana (less than 1 oz.)  
Sale of Alcohol to a Minor

### Miscellaneous Crimes

Aggravated Discharge of a Firearm  
Concealing or Aiding a Fugitive  
Criminal Damage to Property  
Criminal Trespass  
Discrimination in Sale of Real Estate  
Environmental Crimes  
Gunrunning  
Hit and Run with Damage  
Identity Switching  
Illegal Gambling  
Impersonating a Law Enforcement Officer  
Unlawful Sale of Firearms

Interference with Judicial Proceeding  
Obstructing Justice  
Legislative Misconduct  
Resisting Arrest  
Perjury  
Tampering with Public Records  
Unlawful Possession of Weapons  
Unlawful Use of Body Armor  
Unlawful Use, Sale, or Discharge of a Metal Piercing  
Bullet  
Vandalism

### Traffic/Conduct Crimes

Disorderly Conduct  
Disturbing the Peace  
Driving Under the Influence  
Drunk in Public  
Driving without a License/Insurance

Operating Under the Influence  
Reckless Conduct  
Reckless Driving  
Repeated Traffic Offenses  
Wet and Reckless Driving