



Questions and Answers about the New Background Checks for Southfield Youth Baseball

1. Will Southfield Youth Baseball be conducting background checks?

Southfield Youth Baseball will be conducting Sexual Offenders background checks on all Board members, Managers and Coaches.

2. What is the reason for this change in policy?

Though we've never had any issues like this in our league to date, Southfield Youth Baseball is taking this extra step to help protect our children.

3. What type of offenses are we screening for when we conduct a background check?

Southfield Youth Baseball will be conducting a search of the Michigan State Police Sexual Offender Registry for anyone who has committed sexual offenses involving minors. An individual who has been convicted or plead guilty to charges involving or against a minor, no matter when the offense occurred, will not be permitted to work with children.

4. Who in the local league should be responsible to process the background check information?

The President and two other board members will handle the background checks for Managers and Coaches. We will have a non-biased individual run the background checks on all board members to avoid any potential conflict of interest situations.

5. What if an individual has previously had a background check with some other organization?

Southfield Youth Baseball will conduct their own background checks on the appropriate individuals annually.

6. What will result in termination of a volunteer under these regulations?

Any background check that reveals a conviction of any sexual crime involving or against a minor will result in immediate termination from the league. Additionally, volunteers who refuse to submit a fully completed Southfield Youth Baseball Volunteer Application, along with a government issued photo ID (drivers license), will be eliminated from consideration for any position.

7. Who is to be made aware of the information found on the background check?

The local league president will only share personal information contained in the volunteer application, background check or other information obtained through the screening process with other members of the board of directors in order to make personnel decisions.

8. Where should these records be maintained and for how long?

The Southfield Youth Baseball president will retain each volunteer application and background check information for the current year of service of that individual. After the local league has completed operation for the current season, the league president will dispose of the records unless the league has taken action or made a decision based upon the information contained in the records.

9. What is the timetable for completing the screening of each individual?

Southfield Youth Baseball will conduct the annual screening process prior to the individual assuming his/her duties for the current season. This would include the individual submitting a completed volunteer application, along with a government issued photo ID, and the league completing an appropriate background check.