

TCBA Background Check Policy

Revised: 12/2/12



I. Statement

Background screening on Board Members, Managers, Coaches, and Umpires will be conducted by a screening committee as set forth in the Tri-Cities Baseball, Inc. (TCBA) By-Laws in an effort to protect the children who participate in organized baseball and related activities associated with TCBA.

II. Definitions

TCBA recognizes a Board Member as any person who has either been elected or appointed by the members of this association. A Manager is any person who is responsible for the business, communication, and participation of a specific team registered with TCBA. A Coach is any person who attends practices and/or games and is involved in assisting the Manager with his/her duties. An Umpire is any person who is designated by the league to officiate a TCBA game.

Background screening is mandatory, no exceptions.

III. Procedure

All candidates for the above mentioned positions must complete the online background check form providing sufficient personal information to check criminal history records and verify social security numbers. Any person residing outside the state of Texas within the last seven (7) years is subject to a nationwide search. An outside agency contracted by TCBA will conduct various searches and report results back to TCBA. Only board members of the screening committee will review data obtained, which will be processed discreetly. All information is strictly confidential and will not be made public under any circumstances. Reasons for being declined are attached to this policy. In some instances, factors of time may be taken into account when considering eligibility (i.e. length of time since disposition of certain offenses).

A committee, chaired by the Director of Rules and Protest of TCBA with members consisting of President, Vice President, Director of Team Representatives and Secretary of TCBA will review background check information to determine eligibility. The decision of this committee may be appealed according to the TCBA By-Laws.

All Board members, managers, coaches and umpires are required to notify the screening committee immediately following an arrest or conviction of any of the listed offenses. Any board member, manager, coach, or umpire, who while representing TCBA is arrested for committing an offense as listed, will immediately forfeit his/her eligibility until disposition by the courts. A conviction of an offense as listed will result in termination of eligibility as stated in the policy.

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IV. Offenses

The following is a list of offenses prohibiting an applicant from participation as a Board Member, Manager, Coach, or Umpire under Tri-Cities Baseball Association, Inc. (TCBA) -- Offenses including but not limited to the following:

- Arson
- Assault (including aggravated and sexual)
- Aggravated Kidnapping
- Aggravated Robbery
- Crimes against Children (including abandonment, abuse, endangerment, pornography, possession or promotion of pornography, enticement, solicitation, sale or purchase of, injury to, or indecency)
- Criminal Nonsupport
- Criminally Negligent Homicide
- Deadly Conduct
- Delivery of Marijuana
- Incest
- Manufacture of or Delivery of a controlled substance or dangerous drug
- Any violation of a law intended to control the possession or distribution of any controlled substance or illegal drug
- Indecent Exposure
- Injury to Elderly or Disabled
- Intoxication Manslaughter
- Kidnapping
- Manslaughter (voluntary or involuntary)
- Murder
- Obscenity
- Prohibited Sexual Conduct
- Prostitution (including promotion of, aggravated promotion of)
- Public Lewdness
- Rape
- Sexual Abuse
- Marijuana Possession*
- DWI /DUI*
- Theft**

*If a first offense and not currently under probation --- eligible.

Two or more violations have occurred or currently on probation --- ineligible.

**Eligibility dependent upon the severity and length of time since offense occurred.