



SIMCOE MINOR BASEBALL ASSOCIATION



VOLUNTEER SCREENING POLICY

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As enforced by the SMBA executive Screening Lead:

- 1- All SMBA coaching staff and executive members will have to follow the OBA screening policy.
- 2- All coaching staff and executive members will have to submit "VSP Appendix 2: Screening Disclosure Form" as well as obtaining a Vulnerable Sector check, on their first year of volunteering.
- 3- The following years, a "VSP Appendix 3: Screening Renewal Form" will have to be submitted annually. Currently needed for years 2 and 3 of coaching. In a 4th year of coaching, requirements are back to step 2.
- 4- Anyone found guilty of deception on these forms will be removed from their SMBA role.

The Screening Committee, as established by the SMBA Screening Lead annually, may decide that an individual has not passed screening if the screening documentation (VSC, Appendixes) reveals any of the following:

- 1- Violent or threatening behaviours, including weapons-related offences –
Minimum suspension of 10 Years. Lifetime ban if criminally convicted.
Suspension timelines are as follows:
Date of Conviction date for Criminal offences.
Date of most recent incident for 10-year ban.
May appeal to screening committee after 10 years for the 10-year suspension.
- 2- Sexual offences – Lifetime ban
- 3- Conduct against public morals –
5 years. Can appeal to committee after 5 years has lapsed
- 4- Substance or chemical abuse, such as possession and/or trafficking –
10 years. Can appeal to committee after suspension.
- 5- Violations of a position of trust, such as theft or fraud –
Minimum of 5 years from time of offence. Can appeal after time served.
- 6- Criminal driving offences, including but not limited to impaired driving –
Minimum of 5 years as of the time of offence. Can appeal after time served.
Stipulation/Condition - Unable to drive any minors for the remainder of their involvement with SMBA, with exception of their own immediate family.
- 7- Any offence involving children or vulnerable persons – Lifetime ban.

Given the above, SMBA has the right to deny any coach based on conduct not becoming of SMBA standards so as to follow the mission and vision of SMBA, which is to develop and encourage sportsmanship, community spirit and good fellowship.

No appeal for any criminal offence or tribunal offence, until suspension has been served.