



CITY OF OBETZ



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City of Obetz, Ohio - Youth Sports Program: Coach Background Check Policy (Fall 2023 Version)

Purpose: The purpose of this policy is to ensure the safety and well-being of all participants in the City of Obetz Youth Sports Program.

- 1. Background Checks:** All individuals seeking to serve as coaches in the City of Obetz Youth Sports Program are required to submit to a background check. This check will be conducted by an agency or organization designated by the City of Obetz and will review national and state criminal history databases.
- 2. Disqualifying Convictions:** An individual will be disqualified from serving as a coach if the background check reveals any of the following convictions:
 - a. Sexual Offenses:**
 - Any conviction of a sexual offense, including but not limited to rape, sexual assault, child molestation, child pornography, gross sexual imposition, or any other related offense, or any plea to a lesser included charge.
 - b. Violent Offenses:**
 - Any conviction of a violent crime, including but not limited to murder, manslaughter, assault, battery, kidnapping, or any other related offense within the past 20 years.
 - c. Child Endangerment or Abuse:**
 - Any conviction related to child endangerment, neglect, or physical abuse within the past 20 years.
 - d. Drug and Alcohol Offenses:**
 - Any conviction related to the distribution or manufacturing of illegal drugs within the past 7 years.
 - Any conviction of driving under the influence (DUI) or driving while intoxicated (DWI) within the past 5 years.
 - e. Theft or Fraud Offenses:**
 - Any conviction related to theft, embezzlement, fraud, or financial crimes within the past 7 years.

f. Felony:

- Any felony conviction regardless of the type.

g. Active Warrants:

- Any active warrants.

h. Probation

- Any current probation period

i. Disregard for the Law

- Applicants who demonstrate a history of multiple charges, including felonies, misdemeanors, traffic violations, or any other offenses indicating a disregard for the law, may be rendered ineligible for coaching positions.

3. Age of Conviction: If an individual's conviction for a crime not listed above is older than 10 years, and they have not had any subsequent convictions, they may be considered for a coaching position at the discretion of the City of Obetz Youth Sports Program's administrative staff.

4. Special Circumstances Exception: In exceptional circumstances, an individual with a disqualifying conviction may petition the City of Obetz Youth Sports Program's administrative staff for a review of their individual case. The individual must provide:

- a. A written statement explaining the circumstances of the conviction and reasons they believe they should be considered for a coaching position.
- b. Letters of recommendation or character references.
- c. Evidence of rehabilitation, such as completion of therapy, counseling, or other relevant programs.

The City of Obetz Youth Sports Program's administrative staff will review the request and may, at their discretion, grant an exception to the policy. This does not guarantee a coaching position but allows the individual to be considered.

5. Confidentiality: All background checks and associated personal information will be kept confidential and will only be accessed by designated City of Obetz Youth Sports Program administrative staff.

6. Policy Review: This policy will be reviewed annually, or as necessary, to ensure its effectiveness and compliance with state and federal laws.

Note: The City of Obetz, Ohio, reserves the right to make final decisions on all coaching applications, including those that might fall outside of this policy, in the best interest of the children and community.



Mayor Angela Kirk