



THE ALLIANCE FASTPITCH BACKGROUND CHECK POLICY

Purpose

The Alliance Fastpitch is committed to the safety of all individuals who participate in its programs or events, including, without limitation, minors and vulnerable adults. To help protect these individuals, The Alliance Fastpitch requires that anyone who wants to volunteer with or become an employee of The Alliance Fastpitch or participate in The Alliance Fastpitch events or programs undergo a criminal background check and sex offender registries. This Policy contains information about The Alliance Fastpitch's background check program and describes the process used by The Alliance Fastpitch to evaluate criminal background checks.

Policy Statement

I. Application

A. This policy applies to the following individuals (collectively, the "Subjects"):

1. The Alliance Fastpitch employees and individuals The Alliance Fastpitch formally authorizes, approves, or appoints to (a) serve in a position of authority over or (b) have regular contact with athletes.
2. Coaches, assistant coaches, or personal care assistants who are funded, have a contractual obligation with, or are credentialed by The Alliance Fastpitch or otherwise have regular contact with The Alliance Fastpitch) athletes. All other individuals listed in (*The Alliance Fastpitch Athlete Safety Policy*) as "Adult Participants."
3. All athletes and alternates, training partners, and guides age of majority or older who are selected by The Alliance Fastpitch to participate in The Alliance Fastpitch Events. Individuals referenced in this subsection shall have 45 days after reaching the age of majority), to come into compliance with this background check policy. An "Alliance Fastpitch Event" is any The Alliance Fastpitch sanctioned activity.
4. Individuals who have regular contact with athletes at The Alliance Fastpitch Training Sites. An "Alliance Fastpitch Site is any facility/location that is formally affiliated with The Alliance Fastpitch and used by The Alliance Fastpitch or its athletes for competitions and/or training, recovery, or coaching purposes.



5. Other individuals who have regular contact with athletes, or who have one on one access to athletes, as determined by The Alliance Fastpitch, in its discretion.

II. Timing:

- A. A criminal background check covering a Subject utilizing the background check components set forth in Section VII ("Background Check Components") will be completed prior to the Subject's commencement of a new role at The Alliance Fastpitch, or prior to the Subject's participation in an Alliance Fastpitch Event. Thereafter, a criminal background check covering a Subject utilizing the Background Check Components will be conducted every year for as long as that individual qualifies as a Subject.

III. The Alliance Fastpitch Sites

- A. The Alliance Fastpitch Sites will require criminal background checks that utilize search components set forth in Section VI ("Background Check Components") for individuals The Alliance Fastpitch Sites formally authorize, approve, or appoint (a) to serve in a position of authority over athletes, or (b) to have regular contact with athletes. Upon The Alliance Fastpitch's request, the Sites must provide certifications to establish that the mandated background checks were conducted in accordance with this Policy. For purposes of clarification, The Alliance Fastpitch Site shall be regarded as having formally authorized, approved or appointed an individual in instances where The Alliance Fastpitch Site has control over the authorization, approval or appointment process.

IV. Media

- A. Individuals affiliated with the media, who are authorized or credentialed by The Alliance Fastpitch) to access The Alliance Fastpitch Site or attend an The Alliance Fastpitch Event, and may have unsupervised one-on-one interactions with athletes, will be required to undergo a criminal background check utilizing the Background Check Components.

V. Third-Party Vendors/Contractors

- A. Contracts with third-party vendors/contractors that are (a) in a position of authority over or (b) in regular contact with athletes must include the background check requirements set forth in this Policy. The contracts shall also specify that certification must be provided by the vendor/contractor upon request by



(Organization) to establish the mandated background checks were conducted in accordance with this Policy.

VI. Partner Programs

A. When partnering with community organizations for events, The Alliance Fastpitch shall ensure that the partnership agreements include language regarding background check requirements. The agreements shall also specify that certification must be provided by the community organization upon request by The Alliance Fastpitch to establish that the mandated background checks were conducted in accordance with this Policy.

VII. Background Check Search Components

- A. Social Security Number validation;
- B. Name and address history records;
- C. Multiple independent Multi-Jurisdictional Criminal Database searches covering 50 states plus DC, Guam, and Puerto Rico;
- D. County Criminal Records for each name used and county where the individual currently lives or has lived during the past seven years, going back the length of time records are available and reportable for each county searched;
- E. Multiple Sex Offender Registry database searches of all available states, plus DC, Guam, and Puerto Rico;
- F. Multiple National Watch Lists;
- G. SafeSport Disciplinary Records;
- H. Comprehensive International Records search for individuals who have lived outside of the United States for six consecutive months in any one country, during the past seven years; and
- I. Professional License/Certification Verification for certain medical roles.

VIII. Eligibility Determinations.

A. **The Alliance Fastpitch Background Checks:** Any criminal background check that is obtained pursuant to the terms of this Policy that results in a report



of a disposition or resolution of a criminal proceeding, other than an adjudication of not guilty, for any of the below criminal offenses will be subject to The Alliance Fastpitch's policies and procedures to determine eligibility:

1. Any felony.
2. Any misdemeanor involving:
 - a. All sexual crimes, criminal offenses of a sexual nature to include but not limited to; rape, child molestation, sexual battery, lewd conduct, possession and distribution of child pornography, possession and distribution of obscene material, prostitution, indecent exposure, public indecency, and any sex offender registrant;
 - b. Any drug related offenses;
 - c. Harm to a minor, including, but not limited to, offenses such as child abandonment, child endangerment/neglect/abuse, contributing to the delinquency of a minor, and DUI with a minor;
 - d. Violence against a person (including crimes involving firearms and domestic violence);
 - e. Stalking, harassment, blackmail, violation of a protection order and/or threats;
Destruction of property, including arson, vandalism, and criminal mischief; and
Animal abuse or neglect.

IX. Background Check Process.

A. When a criminal background check is obtained, The Alliance Fastpitch will evaluate the results of that criminal background check pursuant to The Alliance Fastpitch's policies and procedures to determine whether the Subject receives a "declined" or a "cleared" status.

1. If a Subject receives a cleared status, the criminal background check results did not contain information that disqualifies the Subject from



volunteering with or becoming an employee of The Alliance Fastpitch or participating in an Alliance Fastpitch Event.

2. If a Subject receives a declined status, the criminal background check results did contain information that disqualifies the Subject from volunteering with or becoming an employee of The Alliance Fastpitch or participating in an Alliance Fastpitch Event.

B. If a criminal background check results in a declined status, then the Subject who has received that declined status may be able to appeal The Alliance Fastpitch's determination by filing a grievance pursuant to The Alliance Fastpitch Background Check Appeals Process, which can be found at the following URL:

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Subjects who wish to file such a grievance should contact The Alliance Fastpitch at the following email address: XXXXXXXX.