

# **ASA Background Check Screening Policy**

ASA and/or ASA state/metro associations reserve the right to screen any volunteer and/or employee who has access to children in ASA programs. The screening may consist of (1) a Staff and Volunteer Application Form, (2) an interview, (3) consent to reference and fingerprint background checks, and (4) approval by staff and/or committee members.

Please note that the 50 states of the United States adopt different laws and categorize the offenses differently. The ASA list of offenses below is not intended to be an exhaustive list of offenses but a list of commonly used terms to define the offenses. Other convictions, accusations, charges or facts should be considered on a case-by-case basis.

If a background check is performed and the following convictions are revealed, ASA and/or its state/metro associations should deny an individual application to participate in Junior Olympic youth programs to those persons who have been convicted of one or more of the following listed offenses:

## **Violent/behavioral crimes:**

Murder  
Theft/Burglary/Robbery-Armed/Larceny  
Breaking & Entering  
Prostitution  
Disorderly conduct  
Rape  
Assault/Sexual assault  
Arson  
False Imprisonment  
Escape from penitentiary  
Domestic violence/abuse

## **Crimes against kids:**

Indecent solicitation of a child  
Aggravated sexual abuse/assault of a child  
Child abuse  
Child molestation  
Sexual conduct with a minor  
Furnishing alcohol to a minor  
Indecency with a child  
Abandon/Endanger a child  
Sexual abuse of a child

## **Drug-related crimes:**

Possession of drug paraphernalia, THC, marijuana  
Drug dealing  
Trafficking cocaine, Methamphetamine

**Alcohol-related crimes:**

DUI/DWI (3 in last 7 years)

**White Collar crimes:**

Identity theft

Bad checks

Shoplifting

Money laundering

Forgery

Credit Card Abuse

Coercion

Breach of computer security

Conspiracy

Once a decision concerning eligibility to participate in the ASA youth program has been made based upon the results of the LexisNexis background check and reviewed by the National Background Check Committee, the person whose eligibility to participate is at issue should be permitted an opportunity to present his/her side of the story.

**Appeal Process:**

ASA recognizes that no policy can encompass every situation, so ASA has formed its National Background Check Committee to evaluate appeals and decide variance requests on a case-by-case basis in certain situations where good cause exists.

Any person whose application for participation in ASA's Junior Olympic youth program has been denied may appeal the denial to ASA's National Background Check Committee through the ASA State/Metro Commissioner. All appeals shall be in writing and directed to ASA's National Background Check Committee in Oklahoma City, Oklahoma. The written appeal submission must contain a statement of the specific grounds why the prior determination should be reversed and must be accompanied by all evidence supporting the request for reversal. With the written appeal submission, the person filing the appeal may also file any other information or evidence in support of the appeal.

In extenuating circumstances and for good cause shown, ASA's National Background Check Committee shall have the authority to, but not be required to, grant an appeal and permit an individual to participate in ASA's Junior Olympic youth program even though that person has been convicted of one of the above "White Collar crimes" or the crime of possession of drug paraphernalia, THC, marijuana, or its equivalent.