



SANDY CITY PARKS AND RECREATION POLICY REGARDING RECREATION VOLUNTEER COACH BACKGROUND CHECKS

INTRODUCTION

Before a volunteer is approved to coach for the Recreation Division, a background check will be conducted. The Recreation Division has determined that certain volunteers may not work as volunteer coaches if they have in their background, criminal convictions that the Parks and Recreation Department determines are adverse to the performance of the duties and responsibilities of coaching. Convictions that are not job related shall not be used to deny a coach from volunteering.

ELIGIBILITY TO WORK

For background checks of applicants for volunteer positions in the Recreation Division that include criminal convictions, the following shall apply:

- A. For any recreation volunteer that involves interaction with minors, the volunteer shall not be eligible to volunteer for the Recreation Division if the Parks and Recreation Department finds, in the applicant's background, a conviction or a pending charge of a crime against children (minors) including child molestation, child endangerment, and family/domestic abuse involving children.
- B. Except as provided in paragraph A., an applicant shall not be eligible to coach for the Recreation Division if the applicant has any felony convictions, multiple misdemeanor convictions, or pending felony charges within five (5) years prior to the date of application. If an applicant has a felony conviction that occurred more than five (5) years from the date of application, the applicant shall be eligible to coach for the Recreation Division if the applicant has no other criminal convictions during the five (5) years prior to the application date, including misdemeanors.
- C. For applicants who have illegal drug or alcohol convictions that are misdemeanors and are not related to crimes against children as provided in paragraph A., the applicant is eligible to coach if the conviction occurred more than five (5) years from the date of application and the applicant has no other criminal convictions during the five (5) years prior to the date of application.
- D. Applicants shall not be eligible to coach for the Recreation Division if they have outstanding warrants that are not resolved since it is difficult to do a background check on an applicant if the applicant has outstanding warrants.
- E. For a volunteer applicant who is not eligible to coach for the Recreation Division as a result of his or her criminal record under paragraphs B. and C., the Recreation Division Manager may petition to the Parks and Recreation Director for an exception to the eligibility requirements, based on personal knowledge or other information that demonstrates that the volunteer applicant's criminal record does not accurately reflect the character of the volunteer applicant.