

Renfrew Minor Soccer Club

Volunteer Screening Policy

Approved by the RMSC Board of Directors on 2021-01-11

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1 Definitions

The following terms have these meanings in this Policy:

- a) “RMSC” – Renfrew Minor Soccer Club
- b) “*Police Record Check*” – A search of the RCMP criminal records database to determine whether the individual has a criminal record (PRC)
- c) “*Vulnerable Sector Check*” – A secondary part of the Police Record Check, for individuals who are volunteering in a vulnerable sector (such as with minor athletes or with persons with a disability), which also searches for the existence of any pardoned sex offenses and/or charges (VS).

2 Purpose

The RMSC understands that screening personnel and volunteers is a vital part of providing a safe sporting environment. The RMSC is responsible, by law, to do everything reasonable to provide a safe and secure environment for participants in its programs, activities, and events. The purpose of screening is to identify individuals involved with RMSC activities who may pose a risk to the RMSC and its participants.

3 Risk assessment of various positions

This Policy applies to all individuals whose position with the RMSC is one of trust or authority which may relate to, at a minimum, finances, supervision, young people, or people with a disability. All RMSC positions are categorized into three risk groups: low, medium, and high.

3.1 Low risk category

The following positions are considered low risk:

- Team officials for grassroots players in the U6 to U10 age group
- RMSC administrator
- RMSC registrar
- RMSC equipment manager

Applicants for above positions will:

- Complete an applications form indicating that the individual has read and understands the RMSC’s policies and procedures
- Participate in orientation as determined by the RMSC

3.2 Medium risk category

The following positions are considered medium risk:

- Team officials for grassroots players in the U11 to U12 age group
- Team officials for recreational players in the U13 to U18 age group
- RMSC Board of Directors

Applicants for above positions will:

- Complete an applications form indicating that the individual has read and understands the RMSC’s policies and procedures
- Complete and provide a PRC-VS
- Complete and provide annually a screening disclosure form
- Participate in orientation as determined by the RMSC

3.3 High risk category

The following positions are considered high risk:

- Team officials for players of competitive or select teams in the U13 to U18 age group
- RMSC head coach
- RMSC head referee

Applicants for above positions will:

- Complete an applications form indicating that the individual has read and understands the RMSC's policies and procedures
- Complete and provide a PRC-VS
- Complete and provide annually a screening disclosure form
- Provide one letter of reference
- Participate in orientation as determined by the RMSC
- Be interviewed by the screening committee

4 Policy

Failure to participate in the screening process as outlined in this policy will result in the individual's ineligibility for the position sought.

If an individual subsequently receives a conviction for, or is found guilty of, an offense they will report this circumstance immediately to the RMSC Screening Committee.

If an individual provides falsified or misleading information, the individual will immediately be removed from their RMSC position and may be subject to further discipline.

5 Screening Committee

The implementation of this policy is the responsibility of the RMSC Screening Committee which is a committee of three (3) members appointed by the RMSC Board of Directors. The RMSC will ensure that the members appointed to the Screening Committee possess the requisite skills, knowledge and abilities to accurately assess PRC-VSs and the Screening Disclosure Form and render decisions under this Policy.

In order to safeguard the confidentiality of personal information gathered during the screening process, all members of the Screening Committee shall sign the oath of confidentiality (Appendix A).

The Board of Directors may remove any member of the Screening Committee. When a position on the Screening Committee becomes vacant, either because a member has been removed or because a member has resigned, the RMSC Board of Directors will appoint a replacement member.

The Screening Committee is responsible for reviewing all PRC-VSs and Screening Disclosure Forms and, based on such reviews, making decisions regarding the appropriateness of individuals filling positions within the RMSC. In carrying out its duties, the Screening Committee may consult with independent experts including lawyers, police, risk management consultants, volunteer screening specialists, or any other person.

6 How to obtain a Police Record Check

Every volunteer applicant is responsible for obtaining their own PRC-VS for RMSC. The applicant obtains the PRC-VS from their local police service (*e.g.*, the Ontario Provincial Police for residents of Renfrew and surrounding area). A sample letter to the police is available in Appendix B. Fingerprinting may be required if there is a positive match with the individual's gender and birth date.

7 Procedure for submitting and reviewing documents

The Screening requirements defined in this policy will be submitted to the RMSC Steering Committee in an envelope marked "Confidential".

Individuals who do not undertake the screening requirements required by this policy will receive a notice to that effect and will be informed that their application and/or position will not proceed until such time as the screening requirements are followed.

The Screening Committee will review all submitted documents and determine if the individual has committed a relevant offense.

Subsequent to its review, the Screening Committee, by majority vote, will:

- a) Approve an individual's participation; or
- b) Deny an individual's participation; or
- c) Approve an individual's participation subject to terms and conditions as the Screening Committee deems appropriate.

If an individual's documents do not reveal a relevant offense, the Screening Committee will advise the appropriate person that the individual is eligible. If an individual's documents reveal a relevant offense, the Screening Committee will render its decision and provide notice of its decision to the appropriate person. After providing notice, the Screening Committee will return or destroy the PRC-VSs.

PRC-VSs are valid for a period of five years and Screening Disclosure Forms must be completed on an annual basis. However, the Screening Committee may request that an individual provide a PRC-VS or a Screening Disclosure Form for review and consideration at any time. Such request will be in writing and reasons will be provided for such a request.

8 Relevant Offenses

Provided a pardon has not been granted, the following examples are considered to be relevant offenses:

- a) If imposed in the last five years:
 - i. Any offense involving the use of a motor vehicle, including but not limited to impaired driving
 - ii. Any offense for trafficking and/or possession of drugs and/or narcotics
 - iii. Any offense involving conduct against public morals
- b) If imposed in the last ten years:
 - i. Any crime of violence including but not limited to, all forms of assault
 - ii. Any offense involving a minor or minors

c) If imposed at any time:

- i. Any offense involving the possession, distribution, or sale of any child-related pornography
- ii. Any sexual offense
- iii. Any offense involving theft or fraud

9 Criminal Convictions

An individual's charge or conviction for any of the following *Criminal Code* offenses may result in expulsion from the RMSC and/or removal from the RMSC designated position(s), competitions, programs, activities and events upon the sole discretion of the RMSC Board of Directors:

- a) Any offense of physical or psychological violence
- b) Any crime of violence including but not limited to, all forms of assault
- c) Any offense involving trafficking of illegal drugs
- d) Any offense involving the possession, distribution, or sale of any child-related pornography
- e) Any sexual offense
- f) Any offense involving theft or fraud

10 Records

All records will be maintained in a confidential manner and will not be disclosed to others except as required by law, or for use in legal, quasi-legal or disciplinary proceedings.



11 Appendix A: Oath of Confidentiality

Name of Recipient: _____ (Hereinafter “Recipient”)

Introduction

1. The Recipient may become exposed to Confidential Information through the course of their involvement with the Renfrew Minor Soccer Club (the RMSC). In order to clearly define the parameters to such disclosure and involvement, the Recipient agrees as follows:

Confidential Information

2. The Confidential Information to be disclosed by the RMSC to the Recipient (“Confidential Information”) can be described as and includes:
 - a) Information relating to any athlete or group of athletes;
 - b) All personnel-related information;
 - c) Financial or charitable activities;
 - d) Strategic and operational plans; and
 - e) The content of all contracts and agreements, such as personal service contracts, and other licensing agreements

Responsibilities

3. The Recipient will:
 - a) Keep in strictest confidence, at all times, all Confidential Information.
 - b) Not publish, communicate, divulge or disclose to any unauthorized third party or parties, any Confidential Information, without the prior written consent of the RMSC.
 - c) Not allow other third parties access to the Confidential Information.
 - d) Comply with the requirements of the *Personal Information Protection and Electronic Documents Act*.
 - e) Not use the Confidential Information for personal advantage or private speculation.
 - f) Limit disclosure of Confidential Information within RMSC to individuals having a need to know.

Ownership and Return of Confidential Information

4. All Confidential Information shall remain the sole property of the RMSC. The Recipient shall have no right to (and agrees not to) copy, duplicate or reproduce in any fashion any of the Confidential Information without the RMSC’s prior written consent.
5. Upon written request by the RMSC, the Recipient shall promptly return all materials and documents containing Confidential Information and shall ensure that any and all materials and documents prepared in conjunction with or as a result of any Confidential Information shall be destroyed and that the Recipient shall provide the RMSC with written confirmation of same.

Legal Recourse

6. The Recipient agrees that in the event of any breach or threatened breach by the Recipient, the RMSC Board of Directors may terminate the Recipient’s involvement with the RMSC or any other legal remedies which may be available.

Acknowledgement

The Recipient acknowledges that they have read and understand this Agreement and voluntarily accept the duties and obligations set forth herein.

Dated at _____ this _____ day of _____, 20_____

Print Recipient’s Name _____ Recipient’s Signature _____

12 Appendix B: RMSC Volunteer Letter for PRC-VS



Renfrew Minor Soccer Club

P.O. Box 981, Renfrew ON, K7V 4H4

www.renfrewsoccer.com

20__, _____

To whom it may concern:

This is to advise you that _____
has applied to volunteer with the Renfrew Minor Soccer Club (RMSC), for the position
of _____.

In this position, the volunteer will be working with soccer players under 18 years of age. As part of the club's volunteer screening, the RMSC board of directors requires a vulnerable sector screening, which includes:

- Criminal record, including youth records that are disclosable pursuant to the Youth Criminal Justice Act;
- Pardoned sexual offences; and
- Probation, prohibition and other judicial orders that are in effect.

Sincerely,

Mary Leigh Elliott

Volunteer Screening Coordinator

Renfrew Minor Soccer Club

rmscvicepresident@gmail.com

4. **Have you ever been the subject of a decision of a court or tribunal that might reflect adversely on the profession of coaching, the sport of soccer, or any other sport?**

Yes _____ No _____ If yes please, please describe below:

Type of Offense _____

Year of Decision _____

Penalty or Punishment Imposed _____

Further Explanation _____

5. **Have you ever been dismissed from a position due to allegations of ethical or moral misconduct?**

Yes _____ No _____ If yes please, please describe below:

Name of Applicable Organization _____

Date of Dismissal _____

Reason for Dismissal _____

6. **Have you ever been disciplined or sanctioned by an international sport tribunal, by a National sport governing body outside Canada, by a National Sport Organization within Canada, or by any other sport organization?**

Yes _____ No _____ If yes please, please describe below:

Name of Applicable Organization _____

Date of Discipline or Sanction _____

Reason for Discipline or Sanction _____

Certification:

I hereby certify that the information contained in this application is accurate, correct, truthful and complete. I further certify that I will immediately inform the RMSC Screening Committee of any changes in circumstances that would alter my original responses to this Screening Disclosure Form. Failure to do so may result in termination of membership and/or further discipline.

Signature _____ **Date** _____

YYYY / MM / DD