

Liberty Hill Youth League (LHYL)

Volunteer Background Screening & Disqualification Standards

Purpose

LHYL is committed to providing a safe, positive, and developmentally appropriate environment for all participants. To protect players, families, and the integrity of the league, all volunteers — including coaches, assistant coaches, board members, team parents, officials, and any individual with regular contact with players—are subject to background screening and these disqualification standards.

Automatic Disqualifiers

An individual MAY be disqualified from serving as an LHYL volunteer if any of the following apply:

1. Any prior felony conviction, regardless of the date of offense.
2. A misdemeanor conviction or unsuccessful completion of deferred adjudication within the past five (5) years involving:
 - Crimes of moral turpitude (including dishonesty, fraud, theft, deceit, misrepresentation, or deliberate violence);
 - Offenses involving violence or threats of violence;
 - Offenses involving drugs or alcohol.
3. Any pending felony or misdemeanor charge involving:
 - Crimes of moral turpitude;
 - Violence or threats of violence;
 - Drugs or alcohol.
4. Any conviction or pending case categorized under state or federal law as an *offense involving a minor*, including abuse, neglect, exploitation, endangerment, or other crimes against children, results in automatic ineligibility.
5. Prior removal, suspension, or prohibition from a youth sports organization, school district, nonprofit organization, or similar program due to misconduct, safety concerns, or policy violations.
6. Resignation or withdrawal from a volunteer or employment position in lieu of:
 - Disciplinary action;
 - Removal;
 - Investigation related to misconduct, safety concerns, or inappropriate behavior involving minors.
7. Failure to disclose required information or providing false, misleading, or incomplete information during the volunteer application or screening process.

Other Considerations & Review Process

Criminal history or other relevant information not listed above will be reviewed on a case-by-case basis by the LHYL Executive Board or a designated Screening Committee before a determination is made.

The review may include, but is not limited to, the following factors:

1. Nature of the offense or conduct.
2. The volunteer role sought and level of contact with youth.
3. Number of offenses.
4. Severity of the offense.
5. Frequency or pattern of behavior.
6. Recency of the offense or conduct.
7. Age of the individual at the time of the offense.
8. Final disposition of the offense.
9. Accuracy, completeness, and timeliness of information provided by the applicant.

Applicants may be asked to provide additional information or clarification regarding any offense or concern. Refusal to provide requested information may be grounds for disqualification.

Additional Conduct Review

In addition to criminal history, LHYL may review publicly available information (including but not limited to news articles and social media) to determine whether an applicant has engaged in behavior inconsistent with league values or participant safety, including:

1. Illegal activity.
 2. Violence or threats of violence.
 3. Racism or hate-based conduct.
 4. Bigotry or harassment.
 5. Discriminatory behavior.
 6. Sexually explicit content.
 7. Inappropriate images, videos, or messages involving or accessible to minors.
 8. Threatening or intimidating remarks.
 9. References to, promotion of, or solicitation of illegal drugs.
 10. Any other behavior that conflicts with LHYL policies, mission, or commitment to a safe and respectful environment.
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Final Determination

LHYL reserves the right to:

- Deny, revoke, or limit volunteer participation at any time;
- Reassign volunteer duties;
- Remove a volunteer if new information arises that would impact player safety or league integrity.

All determinations are made in the best interest of player safety, league reputation, and community trust and are final.

Drafted: 12/31/2025

Approved by Board: 01/02/2026