



# Volunteer Background & Screening Policy

## Purpose:

Haverhill Travel Basketball is committed to providing a safe environment for all players, volunteers, coaches, and participants. This policy ensures that all individuals working with children or representing HTB are properly screened and qualified for their roles.

## 1. Scope

This policy applies to all:

- Coaches
- Board members
- Volunteers assisting with practices, games, clinics, tournaments, or other HTB events
- Anyone with regular access to players or organizational information

## 2. Background Screening Requirements

All volunteers, coaches, and board members must complete the following prior to participation:

- A comprehensive **criminal background check (CORI)**.
- **Sex offender registry check (SORI)**.
- Verification of any previous involvement with youth programs, if applicable.

HTB reserves the right to refuse participation to any individual whose background indicates potential risk to players or the organization.

## 3. Volunteer Responsibilities

- Complete all required screening forms and provide accurate information.
- Maintain the confidentiality of player and organizational information.
- Comply with all HTB policies, including Safety, Code of Conduct, and Injury & Conduct Incident Protocols.
- Report any concerns about safety, misconduct, or policy violations immediately to HTB leadership.

| Policy Number | Policy Status | Approval Date |
|---------------|---------------|---------------|
| 2025-007      | Approved      | 10/15/2025    |



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### 4. Annual Renewal & Updates

- Background screenings must be renewed **annually** or as required by HTB leadership.
- Volunteers must promptly report any arrests, convictions, or incidents that could affect their eligibility to serve.
- HTB reserves the right to repeat screenings at any time based on safety concerns or organizational requirements.

### 5. Consequences of Non-Compliance

- Individuals who fail to complete required background screenings or violate this policy will be **prohibited from participating in HTB activities**.
- HTB reserves the right to remove any volunteer, coach, or board member at any time if their actions or background pose a risk to players or the organization.

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