

# **Volunteer Coach and Youth Program Safety Policy**

The safety of children in Geneva Parks and Recreation programs is a top priority. All volunteer coaches, assistant coaches, team helpers, and other adults with direct or repeated contact with youth participants are subject to City screening and approval before serving.

## **Background Check Requirement**

All coaches, assistant coaches, and approved volunteers must complete and pass a criminal background check before participating in any practice, game, activity, or event.

Approval to coach or volunteer is not automatic. The City reserves the right to deny, suspend, or remove any individual it determines is not fit to work with children or represent the program. The City may consider criminal history, pending charges where permitted by law, offender registry status, conduct, honesty during screening, safety concerns, and any other information it deems relevant. The City's decision shall be final, to the extent allowed by law.

## **Disqualifying Offenses**

A person may be disqualified from coaching or volunteering if they have been convicted of, pleaded guilty to, pleaded no contest to, are currently charged with, or are required to register for offenses including, but not limited to:

- Crimes against children
- Child abuse or neglect
- Violent crimes, including assault, battery, domestic violence, homicide, or kidnapping
- Sexual offenses, including sexual abuse, sexual assault, indecent exposure, solicitation of a minor, or any offense requiring sex offender registration
- Drug trafficking, distribution, manufacture, or other serious felony drug offenses
- Human trafficking
- Weapons-related felonies
- Armed robbery
- Stalking, harassment of a minor, or terroristic threats

- Any other offense or conduct the City determines makes the person unfit to work with children

### **City Discretion**

The City may also deny, suspend, or remove any coach or volunteer whose conduct, background, behavior, pending criminal matter, or history indicates they may pose a risk to children, families, staff, or the integrity of the program.

### **Duty to Report**

Any approved coach or volunteer must immediately notify the department if they are arrested, charged, or convicted of a criminal offense while serving. Failure to report may result in immediate removal.