



Background Check Policy for the Athletic Coaches/Volunteers

The City of Florence Athletics & Sports Tourism Department has the responsibility to protect the well-being and safety of all participants. As an extension of its on-going efforts to support this initiative, the Athletics & Sports Tourism Department has created a strategy to ensure that every volunteer meets a minimum standard that would provide participants with a safe environment.

The City of Florence Athletics & Sports Tourism has adopted a mandatory background screening policy for coaches/volunteers. In order to be a coach/volunteer with our athletic leagues, individuals must register as a coach each season and complete a yearly background check.

Each Applicant will be screened by Sterling Volunteers and the cost of the background check will be covered by the City of Florence. The City of Florence will follow the guidelines below to determine if an applicant is eligible to serve as a coach/volunteer.

Application Disqualifiers

- Any Felony Conviction within 10 years
- Any sexual related crime and/or registered sex offender
- Any Drug convictions within the last 5 years or multiple convictions within 10 years
- Two or more DUI Convictions within the last 5 years
- Any Misdemeanor that involves violent behavior within 7 years
- Any crime involving moral turpitude
- Falsifying Application
- Any Misdemeanor Contributing to the Delinquency of a Minor
- Any Pending Charges

Appeal Process (In case of disqualified application)

The applicant will be notified if their application is disqualified for any of the reasons above. If the applicant disputes the finding of the background check, they can appeal to the Athletic Director and the Public Works Director.

**All information contained in the background checks and the finding are held in confidence.
Information is not shared with outside organizations or individuals.**

This policy not only supports long standing initiatives such as Coaches' Certification and Code of Conduct, but also supports the well-being for the children in our programs. For questions about the application process should contact Tim Wilson, Athletic Director, 843-665-3253.