

## **INDIVIDUALS WOULD NOT BE APPROVED FOR A POSITION IN ORILLIA LEGION MINOR BASEBALL ON THE FOLLOWING.**

Orillia Legion Minor Baseball owes a duty of care to its clients, staff, and to the community as a whole. Acceptance of this duty will be reflected in all Association programs, services and activities, as well as its Rules for Operation.

Individuals with outstanding Criminal Code convictions or charges pending will not be accepted based on, but not limited to the following offences.

Orillia Legion Minor Baseball recognizes that some of the positions in the Association are of significant trust. People applying for positions of trust will be subject to more intense and ongoing screening and supervision than individuals in placements, which are not positions of trust. Orillia Legion Minor Baseball will not discriminate against any person on the basis of these grounds (age, race, sex, marital status, etc.) unless there is a *bona fide* reason related essentially and explicitly to the position being applied for, and will do so with due consideration for need to accommodate applicants where possible.

For all Association coaches, executive members and umpires over the age of 18, a Police Record Check will be required as one element of the screening process. Individuals with *Criminal Code* convictions with the last five years, or facing charges for certain offences will not be accepted for a direct service position with vulnerable clients. These offences include, but are not limited to the following:

- Individuals with past convictions or charges pending for criminal driving offences, including but not limited to impaired driving.
- Individuals with past convictions or charges pending for drug offenses under the CDSA or its predecessor.
- Individuals with past convictions or charges pending for any violent offence, whether or not it involved weapons.

**Special Note:** Individuals who have not had an impaired driving conviction within the past 3 years may be allowed to coach only after signing an affidavit stating that they will not drive any Orillia Legion Minor Baseball participant, except their own child, under any circumstances.

Individuals with past *Criminal Code* convictions, charges pending or pardons for any of the following offenses *will not* be considered for a direct service position.

- Sexual Assault.
- Current prohibitions or probation orders forbidding the individuals to have contact with children under the age of 14.
- Indictable criminal offenses for child abuse.
- Sexual exploitation.
- Sexual Interference.
- Invitation to sexual touching.
- Any offense relating to the possession or distribution of child pornography.

Applicants may be rejected as a result of other information gained during the police records process or through the screening process as a whole or as a consequence of other factors.

It should be noted that every volunteer once accepted, is obliged to inform the appropriate Association Director **if he or she is charged, tried or convicted** of any offence under the Criminal Code or under other provincial or federal statutes, if that offence is relative to a position of trust held by the individual.

Once accepted as a volunteer with Orillia Legion Minor Baseball as a coach or coaching staff, you will be required to complete a police check every year.

Add new 6.3 and renumber accordingly.

- 6.3 Players may be called up from a younger age division only under these conditions:
1. Players must be a senior age player from the division directly below (i.e. a 2<sup>nd</sup> year tyke player may be called up to play in Peewee)
  2. Players may only be called up if the team will have less than 9 players in attendance
  3. A player may not play continuously in two age divisions.

#### Rationale

No existing provision, but codifies past practice.