



# Screening Policy

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August 20, 2020	August 20, 2020	August 20, 2020

## Definitions

1. The following terms have these meanings in this Policy:

- a) *“Criminal Record Check (CRC)”* – A search of the RCMP Canadian Police Information Centre (CPIC) system for adult convictions;
- b) *“Local Police Information (LPI)”* – additional conviction and selected non-conviction information in national and local police data sources which may be relevant to the position sought;
- c) *“Enhanced Police Information Check (E-PIC)”* – a Criminal Record Check plus a search of local police information, available from SterlingBackcheck;
- d) *“Vulnerable Sector Check (VSC)”* – a detailed check that includes a search of the RCMP Canadian Police Information Centre (CPIC) system, local police information, and the Pardoned Sex Offender database;
- e) *“Vulnerable Individuals”* – A person under the age of 18 years old and/or a person who, because of age, disability or other circumstance, is in a position of dependence on others or is otherwise at a greater risk than the general population of being harmed by people in positions of trust or authority.

## Preamble

2. Racquetball Ontario understands that screening personnel and volunteers is a vital part of providing a safe sporting environment and has become a common practice among sport organizations that provide programs and services to the community.

## Application of this Policy

3. This Policy applies to all individuals whose position with Racquetball Ontario is one of trust or authority which may relate to, at a minimum, finances, supervision, or Vulnerable Individuals.

4. Not all individuals associated with Racquetball Ontario will be required to obtain a criminal record check or submit screening documents because not all positions pose a risk of harm to Racquetball Ontario or to its participants. Racquetball Ontario will determine which individuals will be subject to screening using the following guidelines (Racquetball Ontario may vary the guidelines at its discretion):

Level 1 – Low Risk - Individuals involved in low risk assignments who are not in a supervisory role, not directing others, not involved with finances, and/or do not have unsupervised access to Vulnerable Individuals. Examples:

- a) Parents, youth, or volunteers who are helping out on a non-regular or informal basis;

Level 2 – Medium Risk – Individuals involved in medium risk assignments who may be in a supervisory role, may direct others, may be involved with finances, and/or who may have limited access to Vulnerable Individuals. Examples:

- a) Athlete support personnel;
- b) Non-coach employees or managers;
- c) Directors;
- d) Coaches who are typically under the supervision of another coach.

Level 3 – High Risk – Individuals involved in high risk assignments who occupy positions of trust and/or authority, have a supervisory role, direct others, are involved with finances, and who have frequent or unsupervised access to Vulnerable Individuals. Examples:

- a) Full time coaches;
- b) Coaches who travel with athletes;
- c) Coaches who could be alone with athletes.

### **Screening Requirements**

5. It is Racquetball Ontario's policy that when an individual is first engaged by Racquetball Ontario:
- a) Level 1 individuals will:
    - i. Complete an Application Form (**Appendix A**);
    - ii. Complete a Screening Disclosure Form (**Appendix B**); and
    - iii. Participate in training, orientation, and monitoring as determined by Racquetball Ontario.
  - b) Level 2 individuals will:
    - i. Complete an Application Form;

- ii. Complete a Screening Disclosure Form;
  - iii. Complete and provide an E-PIC;
  - iv. Provide one letter of reference related to the position;
  - v. Participate in training, orientation, and monitoring as determined by Racquetball Ontario;
  - vi. Provide a driver's abstract, if requested.
- c) Level 3 individuals will:
- i. Complete an Application Form;
  - ii. Complete a Screening Disclosure Form
  - iii. Complete and provide an E-PIC and a VSC;
  - iv. Provide one letter of reference related to the position;
  - v. Participate in training, orientation, and monitoring as determined by Racquetball Ontario;
  - vi. Provide a driver's abstract, if requested.
- d) If an individual subsequently receives a charge, conviction for, or is found guilty of, an offense they will report this circumstance immediately to Racquetball Ontario. Additionally, the individual will inform Racquetball Ontario of any changes in their circumstance that would alter their original responses in their Screening Disclosure Form.
- e) If Racquetball Ontario learns that an individual has provided false, inaccurate, or misleading information, the individual will immediately be removed from their position and may be subject to further discipline in accordance with Racquetball Ontario's *Discipline and Complaints Policy*.

## Young People

6. Racquetball Ontario defines a young person as someone who is younger than 18 years old. When screening young people, Racquetball Ontario will:
- a) Not require the young person to obtain a VSC or E-PIC; and
  - b) In lieu of obtaining a VSC or E-PIC, require the young person to submit up to two (2) additional letters of reference.
7. Notwithstanding the above, Racquetball Ontario may ask a young person to obtain a VSC or E-PIC if Racquetball Ontario suspects the young person has an adult conviction and therefore has a *criminal record*. In these circumstances, Racquetball Ontario will be clear in its request that it is not asking for the young person's *youth record*. Racquetball Ontario understands that it may not request to see a young person's youth record.

## Renewal

8. Unless the Screening Officer determines, on a case-by-case basis, to modify the submission requirements, individuals who are required to submit an E-PIC, Screening Disclosure Form, VSC, or Screening Renewal Form, are required to submit the documents as follows:
  - a) An E-PIC every three years;
  - b) A Screening Disclosure Form every three years;
  - c) A Screening Renewal Form (**Appendix C**) every year;
  - d) A Vulnerable Sector Check once.
9. The Screening Officer may request that an individual provide any of the above documents at any time. Such request will be in writing and reasons will be provided for the request.

## Orientation, Training, and Monitoring

10. The type and amount of orientation, training, and monitoring will be based on the individual's level of risk, at Racquetball Ontario's discretion.
11. Orientation may include, but is not limited to: introductory presentations, facility tours, equipment demonstrations, parent/athlete meetings, meetings with colleagues and supervisors, orientation manuals, orientation sessions, and increased supervision during initial tasks or initial period of engagement.
12. Training may include, but is not limited to: certification courses, online learning, mentoring, workshop sessions, webinars, on-site demonstrations, and peer feedback.
13. At the conclusion of orientation and training, the individual will be required to acknowledge, in written form, that they have received and completed the orientation and training.
14. Monitoring may include but is not limited to: written or oral reports, observations, tracking, electronic surveillance (e.g., facility security cameras), and site visits.

## How to Obtain an E-PIC or VSC

15. Racquetball Ontario has joined the Coaching Association of Canada's Responsible Coaching Movement and therefore has access to the E-PIC at a discounted rate. Individuals can obtain an E-PIC via [https://www.sterlingtalentsolutions.ca/landing-pages/c/cac\\_ace/](https://www.sterlingtalentsolutions.ca/landing-pages/c/cac_ace/).
16. In Ontario, Racquetball Ontario understands that the *Police Record Checks Reform Act, 2015* requires the individual to consent in writing before requesting a criminal record check (such as an E-PIC). The Act also requires the individual to consent in writing for any disclosure of the results to the requesting organization.
17. In BC, the process for obtaining a Criminal Record Check is different than in other provinces and territories and sections of this policy relating to obtaining a Criminal Record Check may not apply.

18. Individuals may only obtain a VSC by visiting an RCMP office or police station, submitting two pieces of government-issued identification (one of which must have a photo), and completing any required paperwork. Fees may also be required.
19. Fingerprinting may be required if there is a positive match with the individual's gender and birth date.
20. Racquetball Ontario understands that it may be required to assist an individual with obtaining a VSC. Racquetball Ontario may need to submit a Request for VSC (**Appendix D**) or complete other documentation describing the nature of the organization and the individual's role with vulnerable individuals.

### **Procedure**

21. Screening documents must be submitted to Racquetball Ontario.
22. An individual who refuses or fails to provide the necessary screening documents will be ineligible to volunteer or apply for the position sought. The individual will be informed that their application and/or position will not proceed until such time as the screening documents are submitted.
23. Racquetball Ontario understands that there may be delays in receiving the results of an E-PIC or a VSC. At its discretion, Racquetball Ontario may permit the individual to participate in the role during the delay. Racquetball Ontario may withdraw this permission at any time and for any reason.
24. Racquetball Ontario recognizes that different information will be available depending on the type of screening document that the individual has submitted. For example, an E-PIC may show details of a specific offence, or not, and/or a VSC may be returned with specific information or simply a notification indicating 'cleared' or 'not cleared'. The Screening Officer will use their expertise and discretion when making decisions based on the screening documents that have been submitted.
25. Following the review of the screening documents, the Screening Officer will decide:
  - a) The individual has passed screening and may participate in the desired position;
  - b) The individual has passed screening and may participate in the desired position with conditions;
  - c) The individual has not passed screening and may not participate in the desired position; or
  - d) More information is required from the individual.
26. In making their decision, the Screening Officer will consider the type of offence, date of offence, and relevance of the offence to the position sought.
27. The Screening Officer will use the following as a guide to not pass an individual:
  - a) If imposed in the last three years:
    - i. Any offence involving the use of a motor vehicle, including but not limited to

- impaired driving;
  - ii. Any offence for trafficking and/or possession of drugs and/or narcotics;
  - iii. Any offence involving conduct against public morals;
  - iv. Any offence involving theft or fraud.
- b) If imposed in the last ten years:
- i. Any crime of violence including but not limited to, all forms of assault;
  - ii. Any offence involving a minor or minors.
- c) If imposed at any time:
- i. An individual's conviction for any of the following *Criminal Code* offences:
    - a. Any offence of physical or psychological violence;
    - b. Any crime of violence including but not limited to, all forms of assault ;
    - c. Any offence involving trafficking of illegal drugs;
    - d. Any offence involving the possession, distribution, or sale of any child-related pornography;
    - e. Any sexual offence.

### **Conditions and Monitoring**

28. Excluding the incidents above which, if revealed, would cause the individual to not pass screening, the Screening Officer may determine that incidents revealed on an individual's screening documents may allow the individual to pass the screening process and participate in a desired position with *conditions* imposed. The Screening Officer may apply and remove conditions at its discretion and will determine the means by which adherence to conditions may be monitored.

### **Records**

29. All records will be maintained in a confidential manner and will not be disclosed to others except as required by law, or for use in legal, quasi-legal, or disciplinary proceedings.

30. The records kept by Racquetball Ontario as part of the screening process include but are not limited to:

- a) An individual's Vulnerable Sector Check;
- b) An individual's E-PIC (for a period of three years);
- c) An individual's Screening Disclosure Form (for a period of three years);
- d) An individual's Screening Renewal Form (for a period of one year);
- e) Records of any conditions attached to an individual's registration by the Screening Officer;

- f) Records of any discipline applied to any individual by Racquetball Ontario or by another sport organization.

## Appendix A – Application Form

**Note: Individuals who are applying to volunteer or work within certain positions with Racquetball Ontario must complete this Application Form. Individuals need to complete an Application Form once for the position sought. If the individual is applying for a new position within Racquetball Ontario, a new Application Form must be submitted.**

**Name:**

\_\_\_\_\_

First

Middle

Last

**Current Permanent Address:**

\_\_\_\_\_

Street

City

Province

Postal Code

**Date of Birth:** \_\_\_\_\_

(M/D/Y)

**Gender Identity:** \_\_\_\_\_

**Email:** \_\_\_\_\_

**Phone:** \_\_\_\_\_

**Position(s) Sought:**

\_\_\_\_\_

By signing this document below, I agree to adhere to Racquetball Ontario's policies and procedures, including but not limited to the *Code of Conduct and Ethics*, *Conflict of Interest Policy*, *Privacy Policy*, and *Screening Policy*. Racquetball Ontario's policies are located at the following link: <https://racquetballcanada.ca>

I recognize that I must pass certain screening requirements depending on the position sought, as outlined in the *Screening Policy*, and that the Screening Officer will determine my eligibility to volunteer or work in the position.

**NAME:** \_\_\_\_\_

Print

**DATE:** \_\_\_\_\_

(M/D/Y)

**SIGNATURE:** \_\_\_\_\_



## Appendix B – Screening Disclosure Form

Name:

\_\_\_\_\_

First Middle Last

Other names you have used: \_\_\_\_\_

Current Permanent Address: \_\_\_\_\_

Street City Province Postal Code

Date of Birth: \_\_\_\_\_ Gender Identity: \_\_\_\_\_

(M/D/Y)

Club (if applicable): \_\_\_\_\_ Email: \_\_\_\_\_

**Note: Failure to disclose truthful information below may be considered an intentional omission and the loss of volunteer responsibilities or other privileges**

**1. Do you have a criminal record? If so, please complete the following information for each conviction. If not, please leave this section blank. Attach additional pages as necessary.**

Name or Type of Offence: \_\_\_\_\_

Name and Jurisdiction of Court/Tribunal: \_\_\_\_\_

Year Convicted: \_\_\_\_\_

Penalty or Punishment Imposed: \_\_\_\_\_

Further Explanation: \_\_\_\_\_

**2. Have you ever been disciplined or sanctioned by a sport governing body or by an independent body (e.g., private tribunal, government agency, etc.) or dismissed from a coaching or volunteer position? If so, please complete the following information for each disciplinary action or sanction. If not, please leave this section blank. Attach additional pages as necessary.**

Name of disciplining or sanctioning body: \_\_\_\_\_

Date of discipline, sanction or dismissal: \_\_\_\_\_

Reasons for discipline, sanction or dismissal: \_\_\_\_\_

Penalty or Punishment Imposed: \_\_\_\_\_

Further Explanation: \_\_\_\_\_

**3. Are criminal charges or any other sanctions, including those from a sport body, private tribunal or government agency, currently pending or threatened against you? If so, please complete the following information for each pending charge or sanction. If not, please leave this section blank. Attach additional pages as necessary.**

Name or Type of Offense: \_\_\_\_\_

Name and Jurisdiction of Court/Tribunal: \_\_\_\_\_

Name of disciplining or sanctioning body: \_\_\_\_\_

Further Explanation: \_\_\_\_\_

### **PRIVACY STATEMENT**

By completing and submitting this Screening Disclosure Form, I consent and authorize Racquetball Ontario to collect, use and disclose my personal information, including all information provided on the Screening Disclosure Form as well as my Enhanced Police Information Check and/or Vulnerable Sector Check and/or Driver's Abstract (when permitted by law) for the purposes of screening, implementation of Racquetball Ontario's *Screening Policy*, administering membership services, and communicating with National Sport Organizations, Provincial/Territorial Sport Organizations, Sport Clubs, and other organizations involved in the governance of sport. Racquetball Ontario does not distribute personal information for commercial purposes.

### **CERTIFICATION**

I hereby certify that the information contained in this Screening Disclosure Form is accurate, correct, truthful and complete.

I further certify that I will immediately inform Racquetball Ontario of any changes in circumstances that would alter my original responses to this Screening Disclosure Form. Failure to do so may result in the withdrawal of volunteer responsibilities or other privileges and/or disciplinary action.

**Name:** \_\_\_\_\_  
Print

**Date:** \_\_\_\_\_  
(D/M/Y)

**Signature:** \_\_\_\_\_



## Appendix D – Request for Vulnerable Sector Check

*Note: Racquetball Ontario will be required to modify this letter to adhere to any requirements from the VSC provider*

### INTRODUCTION

Racquetball Ontario is requesting a Vulnerable Sector Check for \_\_\_\_\_  
Insert individual's full name

who identifies as a \_\_\_\_\_ and who was born on \_\_\_\_\_.  
Insert gender identity Insert birth date using D/M/Y

### DESCRIPTION OF ORGANIZATION

Racquetball Ontario is the not-for-profit governing organization for the sport of racquetball in Canada.

### DESCRIPTION OF ROLE

\_\_\_\_\_ will be acting as a \_\_\_\_\_.  
Insert individual's name Insert individual's role

In this role, the individual will have access to vulnerable individuals.

Insert additional information re: type and number of vulnerable individuals, frequency of access, etc.

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### CONTACT INFORMATION

If more information is required from Racquetball Ontario, please contact [admin@racquetballcanada.ca](mailto:admin@racquetballcanada.ca):

**Name:** \_\_\_\_\_  
Print

**Date:** \_\_\_\_\_  
(D/M/Y)

**Signature:** \_\_\_\_\_