



East Bay Youth Football & Cheer Conference (EBYFC) Volunteer Background Check & Eligibility Guidelines (Executive Summary)

The East Bay Youth Football & Cheer Conference (EBYFC) is committed to providing a safe, respectful, and positive environment for all youth participants, families, volunteers, and member organizations. The Volunteer Background Check & Eligibility Guidelines were developed to establish a clear, consistent, and defensible framework for evaluating the eligibility of coaches, volunteers, and individuals who may have direct contact with youth participants.

The purpose of this policy is not punitive in nature. Rather, it is designed to identify and manage risks that may impact the safety, welfare, and well-being of youth participants while promoting fairness, consistency, and transparency in the volunteer screening process.

Guiding Principles

The policy is based upon several core principles:

- The safety of youth participants is the highest priority.
- Coaching and volunteer service are privileges, not rights.
- Eligibility determinations should be objective, consistent, and applied uniformly across all member organizations.
- Individuals should be evaluated based upon both the severity of prior conduct and the amount of time that has passed since the conduct occurred.
- The conference must retain discretion to address unique circumstances that may present risks to youth participants, even if those circumstances are not specifically listed within the policy.

Policy Structure

The policy establishes three levels of review:

1. Permanent Disqualification

Certain offenses are considered fundamentally incompatible with participation in youth sports and result in permanent ineligibility with no opportunity for reinstatement.

These offenses include crimes involving:

- Sexual misconduct
- Child abuse or endangerment
- Child exploitation
- Human trafficking
- Kidnapping
- Murder
- Rape

- Sex offender registration requirements pursuant to Penal Code §290 or equivalent state or federal laws

These offenses were designated as permanent disqualifiers due to the significant and continuing risk they present to youth participants and the substantial trust placed in coaches and volunteers working with children.

2. Ten-Year Disqualification Standard

The Ten-Year Standard addresses serious felony-level criminal conduct that may not warrant permanent exclusion but demonstrates conduct inconsistent with youth leadership and mentorship responsibilities.

Examples include:

- Felony narcotics sales or trafficking
- Manufacturing controlled substances
- Transportation of controlled substances for sale
- Violent felony offenses
- Felony weapons offenses
- Felony DUI offenses
- Felony financial crimes involving fraud, theft, forgery, embezzlement, or identity theft

The ten-year waiting period recognizes both the seriousness of the conduct and the possibility of rehabilitation over time.

3. Five-Year Disqualification Standard

The Five-Year Standard applies to misdemeanor-level offenses that raise concerns about judgment, safety, honesty, or suitability for serving in a youth leadership role.

Examples include:

- Misdemeanor DUI offenses
- Misdemeanor weapons offenses
- Narcotics possession offenses
- Misdemeanor financial crimes
- Misdemeanor offenses involving violence, force, threats, intimidation, or risk of harm to another person

The five-year period balances accountability with the recognition that isolated misconduct may not permanently define an individual's character or future ability to serve safely.

Pending Criminal Cases

The policy provides that individuals with pending or active criminal cases are temporarily ineligible until the matter is resolved.

This provision ensures that EBYFC does not prematurely approve volunteers while criminal proceedings remain ongoing and material facts have not yet been determined.

Appeals Process

Recognizing that rehabilitation and personal growth can occur over time, the policy allows individuals to request review after the applicable waiting period has expired.

The Appeals Review Committee evaluates:

- Time elapsed since the offense
- Nature and severity of the offense
- Whether the conduct was isolated or repeated
- Evidence of rehabilitation
- Subsequent criminal history
- Overall risk to youth participants

Approval is not automatic and remains at the sole discretion of the Appeals Review Committee.

Organizational Approach

The policy intentionally preserves EBYFC's authority to deny participation when information obtained through the background screening process indicates conduct that may pose a risk to youth participants, volunteers, or the organization, even if the conduct is not specifically listed in the eligibility guidelines.

This provision ensures the Conference can address unusual or unforeseen circumstances while maintaining its primary responsibility to protect youth participants.

The EBYFC Volunteer Background Check & Eligibility Guidelines establish a balanced, reasonable, and youth-centered screening standard that protects participants while providing clear expectations for prospective volunteers.

The policy creates objective eligibility standards, incorporates opportunities for rehabilitation and review, and preserves the discretion necessary to address unique circumstances. Most importantly, it reinforces EBYFC's commitment to maintaining a safe environment where youth athletes and cheer participants can learn, compete, and develop under the guidance of responsible adult leaders.

The overarching purpose of this policy is simple: to place the safety, welfare, and best interests of youth participants above all other considerations.