



California Amateur Hockey Association Screening Policy

Updated 9/24/18

A. General: CAHA has a contractual relationship with NCSI (National Center for Safety Initiatives) to exclusively perform all online background screening services for consideration of membership in the California affiliate of USA Hockey. All coaches, officials, managers, volunteers and other individuals whose role will require them to have access to and interact with youth participants (anyone under the age of majority) must consent to and be screened successfully prior to participation. Further, adoption of this screening policy is a condition of affiliation for all CAHA member associations.

B. Conditions of Participation:

- (i) All coaches, officials, managers, volunteers and other individuals required to be screened must complete the process prior to any participation with a CAHA member association. Youth volunteers and officials under the age of majority do not screen.
- (ii) There is no waiver or exemption from the screening process.
- (iii) Individuals who are routinely screened as a condition of their employment must still be screened through NCSI. CAHA does not recognize or accept screenings from other vendors. (Note: If an applicant is screened through NCSI for another sport or even another USA Hockey affiliate, they must still screen for CAHA as screening criteria could be different, and for that reason NCSI does not share or copy screening applications between customer associations).

C. Cost of Screening: The cost of the screening is born entirely by the applicant. While the cost of an average screening has been negotiated to be quite low comparatively, the actual cost will vary with each applicant based on a number of factors, including but not limited to: the number of prior addresses, differences between counties, states and countries the applicant has lived in, name changes or difficulty in identifying legal name, any prior infractions reported on a legal record, and other conditions that may arise during the course of a screening (specifically the state of New York, Canada and any overseas country will result in additional screening fees).

D. Expiration and Renewal: Screenings expire every two seasons (not calendar year) on June 1. Example: If a participant screened on August 31, 2017, their screening will expire on June 1, 2019. If an applicant screens on January 1, 2018 of the current season, their screening still expires on June 1, 2019. The date of expiration does not roll with the applicant; the date of expiration is the same for every screening within the course of an active season, and the expiration date changes every year on June 1 for the upcoming season.

E. Level of Screening: CAHA requires a Level 3 Criminal Background Check which includes the following:

- Social Security Trace
- Government Watch List Search (OFAC)
- 50 State DOJ Sex Offender Registry (Dru Sjodin)
- Complete Criminal History Locator Search, including:
 - Nationwide Database Search with primary source validation
 - Arrest Direct Database Search with primary source validation
 - Unlimited county/state searches from last 7 years address history (based on SSN trace)
 - Unlimited alias/maiden name searches across all of the above (based on SSN trace alias/maiden names)
 - Monthly Basic Criminal History Locator Search Updating (up to 1 year after)



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Note: CAHA's background screening criteria includes federal searches in the following: Social Security Trace, Government Watch List Search (OFAC), a 50-State DOJ Sex Offender Registry, and a Complete Criminal History Locator Search, a Nationwide Database Search with primary source validation. In addition, volunteers are typically screened with the same criteria as employees under the Fair Credit Reporting Act (FCRA) which is disclosed in the screening process. These federal searches fall within the provision of California law that is an exception to the 7-year look back limitation in California Civil Code Sections 1786.10 and 1786.18.

F. Disqualifying Events: An individual may be disqualified and prohibited from in any position within CAHA or any CAHA member association if the person has:

- (i) Conviction of (including crimes of which have been expunged and pleas of no contest) of a crime of child abuse, sexual abuse of a minor, physical abuse, causing a child's death, neglect of a child, murder, manslaughter, felony assault, any assault against a minor, kidnapping, arson, criminal sexual conduct, prostitution related crimes or controlled substances;
- (ii) Adjudged liable for civil penalties or damages involving sexual or physical abuse of children;
- (iii) Subjected to a court order involving any sexual abuse or physical abuse of a minor including, but not limited to, domestic orders or protections of a minor;
- (iv) Termination of parental rights;
- (v) Any history with another organization (whether volunteer, employment, or independent contractor) of complaints of sexual or physical abuse of minors;
- (vi) Resignation or termination or a request to resign from any position, paid or unpaid, due to complaints of sexual or physical abuse of minors;
- (vii) A conviction or plea of no contest to any alcohol or drug-related offense (and/or multiple convictions);
- (viii) A felony conviction of any charge;
- (ix) Active, pending or unresolved charges reflecting any of the disqualifying conditions in this policy.

In addition, CAHA reserves the right to disqualify from participation in any of its sanctioned activities any individual who has a history of other behavior that may be considered dangerous to youth participants within a CAHA member organization.

Any individual who is subject to the provisions of this Screening Policy will be summarily suspended if arraigned by a Municipal, State or Federal Court of Law on charges which fall into the categories covered by the policy, or at the discretion of the review of the CAHA Screening Committee. The person shall remain suspended until a hearing is convened of the CAHA Disciplinary/Dispute Resolution Committee, in accordance with Section 51 of the CAHA Bylaws.



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G. Screening Results and Appeal Procedure: If adverse findings are returned on a screening application, an adverse action notice will be issued via emailed letter to the applicant. Individuals may appeal adverse decisions to the CAHA Disciplinary/Dispute Resolution Committee. Such appeals must be filed within 10 days of receipt of notification of decision.

H. Refusal to Be Screened: Any individual required to be screened who does not consent to be screened and complete the screening process as required shall not be allowed to participate in any CAHA, Pacific District or USA Hockey sanctioned activities, including but not limited to all team activities and any other “on ice” or “off ice” hockey activities.