

# GUELPH BASKETBALL

## Guelph Youth Basketball Association Policy on Volunteers and Members with Criminal Records

Guelph Youth Basketball Association (GYBA) accepts its significant responsibility with respect to all members and especially the participants (vulnerable clients) that participate in our basketball program. This Association owes a duty of care to its members, to staff, and to the community. Acceptance of this duty is reflected in all organization programs, services, and activities, as well as in our policies and procedures.

GYBA will not discriminate against any person on the basis of race, nationality ethnic origin, colour, religion, age, sex, sexual orientation, marital status, family status, disability or other analogous grounds.

Any individual (an "Applicant") applying for a volunteer position with Guelph Youth Basketball Association (GYBA), shall provide a Police Record Check. Applicants with outstanding *Criminal Code* convictions, ten years old or more recent, or charges pending 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:

- Sexual assault
- Sexual Exploitation
- Invitation to Sexual Touching
- Sexual Interference
- Physical assault
- Current prohibitions or probation orders forbidding the individual to have contact with children under the age of 14.
- Indictable criminal offenses for child abuse.
- Outstanding convictions or charges pending for any violent offence, whether or not it involved weapons
- The Board of GYBA in its discretion may permit an Applicant to fill a volunteer position with GYBA notwithstanding that the individual has outstanding convictions or charges pending for criminal driving offences, including but not limited to: impaired driving .
- Applicant's convictions for provincial offences may be excluded from a position of trust, depending on the circumstances.
- Intent to traffic or trafficking in illegal substances. (Substances as Identified in the CDSA (Controlled Drugs and Substances Act)) or
- Possession or other illegal substance convictions.

Applicants may be rejected as a result of other information gained during the police records check process or as a consequence of other factors. The Applicant has the right to know why he or she is being refused, and may appeal to the Board of Directors of GYBA in writing for a review of their record.

### **NOTE:**

**It should be noted that once accepted, the Applicant is obliged to inform GYBA, if he or she is charged, tried or convicted of any offence under the Criminal code or under other provincial or federal statutes.**

Go to [www.guelphbasketball.com](http://www.guelphbasketball.com) for GYBA'S privacy policy.