



## **THE ALLIANCE FASTPITCH BACKGROUND CHECK APPEALS POLICY**

The background check appeals policy for The Alliance Fastpitch will be governed through a Review Panel appointed by the board of Directors.

The composition of the Review Panel will be:

- 1) *David McCorkle*
- 2) *Julie Whiteaker*
- 3) *Shannon Harvey*
- 4) *Jill Higdon*
- 5) *Affected Club Representative*
- 6) *Former Athlete Representative*

The Review Panel will conduct a hearing. The individual will be notified of the date and time and participate if they feel inclined. This hearing can be virtual if necessary and the individual has a right to legal counsel at the hearing.

At the hearing, the individual may present any evidence or argument they wish the Review Panel to consider. The Review Panel may request that any documentary evidence and names of witness(es) be presented prior to the hearing.

A determination on a reversal of the declined status for the disqualifying factor will be made by a majority vote of the Review Panel. The individual remains ineligible pending the review unless the Review Panel enacts temporary measures to ensure the safety and wellbeing of others at The Alliance Fastpitch sanctioned activities.

At the request of the individual, and if it is necessary to expedite the proceeding in order to resolve a matter prior to The Alliance Fastpitch sanctioned activities that are scheduled, the Review Panel may render an expedited determination.

It is at the discretion of the Review Panel to deny any individual from participation in The Alliance Fastpitch sanctioned activities if it finds that permitting the individual to participate is inconsistent with the stated purpose of the Alliance Fastpitch Background Check Policy. In coming to a finding, the Review Panel should consider:

- 1.) The interest of The Alliance Fastpitch in providing a safe environment for all participants.
- 2.) The seriousness of the criminal offense or act.
- 3.) The time which has elapsed since the occurrence of the criminal offense or act.



- 4.) The age of the individual at the time of the criminal offense or act.
- 5.) The bearing the criminal offense or act has on the individual's ability to safely participate in The Alliance Fastpitch sanctioned activities.
- 6.) Any information provided by the individual or on their behalf with respect to reputation, rehabilitation, or other good conduct.
- 7.) Any volunteer restrictions of access proposed by the individual themselves.
- 8.) Any recommendation or information provided by the individual's affiliated organization.
- 9.) Any other information, which in determination of the Review Panel would bear on whether or not the individual should participate in The Alliance Fastpitch sanctioned activities.

In the event that the declined status is reversed, the individual will be removed from the ineligible list and allowed to participate in The Alliance Fastpitch sanctioned activities. The declined status reversal is based on the disqualifying factors that led to the initial pre-adverse or adverse finding and is not a permanent declined status reversal for any future offenses that are considered disqualifying factors.