CAL NORTH

Background Screening Policy

I. APPLICABILITY

This policy applies to adults serving in roles for which Cal North requires background screening. Covered individuals include, but are not limited to:

- Cal North employees and staff;
- Cal North Board members, officers, and candidates for office;
- Cal North volunteers and contractors when their role falls within Cal North's screening requirements;
- Coaches, assistant coaches, team managers, team administrators, and other adult volunteers affiliated with Cal North Soccer member organizations who are required by Cal North to complete background screening; and
- Other adults designated by Cal North who have regular contact with, authority over, or responsibility for minor athletes or participants.

This policy does not make Cal North responsible for background screening independent referees, independent medical personnel, or other third-party service providers who are not otherwise covered by Cal North's screening requirements.

Players are not required to complete a background check solely because they are 18 years of age or older. Players who are 18 or older must complete SafeSport when required by applicable athlete-safety rules.

II. BACKGROUND SCREENING

A. SCOPE AND PURPOSE

As noted by the U.S. Center for SafeSport, sound, practical, and reasonable screening practices can reduce the likelihood that athletes come into contact with potentially dangerous individuals. Consistent with applicable athlete-safety requirements and Cal North's commitment to participant safety, Cal North requires background screening for the covered adults identified in Section I.

Completion and status of required background screening may be reflected in Cal North's Registration Platform and used to determine whether an individual has satisfied Cal North's registration and participation requirements for the applicable role.

B. MANDATORY SELF-DISCLOSURE

Any covered individual who has been disqualified, suspended, or declared temporarily or permanently ineligible by another sport organization must disclose that information when requested as part of Cal North's registration, screening, or eligibility process. Failure to disclose required information may be grounds for discipline or disqualification.

C. SCOPE OF BACKGROUND SCREENING

Cal North may use a background-screening provider and screening package designed to identify relevant criminal-history and safety information. Depending on the screening package, applicable law, and the individual's role, screening may include:

- Social Security Number validation and identity verification;
- Name and address history records;
- Multi-jurisdictional criminal database searches;
- Federal and county criminal-record searches where applicable;
- Sex offender registry searches;
- National watch-list searches; and
- Other lawful screening components determined appropriate by Cal North or its background-screening provider.

Cal North may also rely on lawful supplemental screening, monitoring, or subsequent-notification processes available to it. Screening scope and frequency may change as legal, regulatory, governing-body, vendor, or organizational requirements change.

D. SCREENING RESULTS

The background-screening provider may communicate findings to Cal North using an eligibility status, flag, or other screening result. A result indicating that an individual does not meet applicable screening criteria may require additional review

before the individual is approved for a covered role in Cal North's Registration Platform.

Reportable criminal-history information may include, subject to applicable law and Cal North's screening standards:

- Felony offenses;
- Sexual crimes or offenses of a sexual nature;
- Drug-related offenses;
- Offenses involving harm to a minor or vulnerable person;
- Violence against a person, force, or threat of force, including domestic violence;
- Stalking, harassment, blackmail, violations of protection orders, or threats;
- Serious destruction-of-property offenses, including arson or vandalism; and
- Animal abuse, cruelty, or neglect.

A screening result is evaluated in accordance with applicable law, Cal North policy, the nature of the role, and any review or appeal process made available by Cal North.

E. SCREENING FREQUENCY AND REGISTRATION STATUS

Covered individuals must complete background screening at the frequency established by Cal North for their role. Cal North Soccer may require a new screening before an individual is approved or renewed in a covered role.

An individual is not considered cleared for a covered role merely because a screening application has been started or submitted. Required screening must reach the applicable approved or eligible status in Cal North's Registration Platform before the individual may be treated as having satisfied the background-screening requirement.

F. EMPLOYMENT APPLICANTS

For applicants for employment with Cal North, background screening will be administered in accordance with applicable employment and fair-chance laws. When required by law, Cal North will provide applicable notices, opportunities to respond to potentially disqualifying information, and any required pre-adverse or adverse-action process before making a final employment decision.

III. REVIEW AND APPEAL

A. REVIEW OF ADVERSE OR DISQUALIFYING RESULTS

A covered individual who receives a disqualifying, denied, or otherwise adverse screening determination may request review through the process established by Cal North. The individual may be required to submit a written appeal and supporting documentation within the timeframe communicated by Cal North.

Cal North may consider relevant documentation concerning the accuracy, disposition, context, rehabilitation, mitigation, or current status of the underlying matter, subject to applicable law and organizational policy.

During review, Cal North may maintain the individual's status as pending, denied, suspended, or otherwise ineligible for the covered role until the review is completed.

B. REVIEW PANEL OR DESIGNATED REVIEW AUTHORITY

Cal North may refer an appeal to a disinterested individual, committee, panel, or other designated review authority. Persons participating in the review should be materially free from bias and conflicts of interest.

The review authority will determine whether the individual may be approved for the applicable Cal North role and reflected accordingly in Cal North's Registration Platform. Any further appeal rights will be governed by applicable Cal North Soccer bylaws, policies, rules, and any governing requirements that apply to the matter.

C. MATTERS WITHIN U.S. CENTER FOR SAFESPORT JURISDICTION

Nothing in this policy replaces reporting obligations to the U.S. Center for SafeSport or law enforcement. Matters that fall within the jurisdiction of the U.S. Center for SafeSport must be reported and handled in accordance with applicable SafeSport requirements. Cal North may pause or defer an internal eligibility review when necessary while a jurisdictional determination, investigation, or resolution by the U.S. Center for SafeSport is pending.

IV. PLAYERS AGE 18 OR OLDER

A player does not become subject to Cal North's background-screening requirement merely by turning 18. Players age 18 or older are instead required to complete SafeSport when applicable. If an individual age 18 or older also serves in a separate covered adult role - such as a coach, team administrator, employee, staff member, Board member, or volunteer role

requiring background screening - the requirements associated with that separate role apply.

V. OTHER APPLICABLE POLICIES AND REQUIREMENTS

This policy should be read together with Cal North's other applicable participant-safety, prohibited-conduct, Minor Athlete Abuse Prevention, risk-management, registration, and governance policies. Requirements imposed by law, the U.S. Center for SafeSport, U.S. Soccer, or other applicable governing authorities remain controlling where they independently apply.