



BACKGROUND CHECKS FOR GHSA CONTEST OFFICIALS

All GHSA contest officials shall have a current year background check completed. Background checks will be valid for a 5-year period from the date of completion.

1. It shall be the responsibility of each GHSA sanctioned contest officials association to insure that background checks are current for each academic school calendar, and keep official records for each registered association member. The association shall provide individual records when requested by the GHSA Office.
2. Local associations have the option of selecting a certified background service company of their choice, but the service must provide the information listed in the example of criminal offenses that would “red flag” the individual. The GHSA will provide a list of companies that provide the required service.
3. Officials who have not completed a current year background check shall not be allowed to officiate any GHSA sanctioned event.
4. Associations that violate any provision of this requirement shall be subject to a \$250.00 fine per violation, and the possibility of losing their GHSA association sanction.
5. The GHSA “Background Check Screening Policy” is listed on the subsequent pages in this document.
6. Officials who are denied game assignments by the local association or GHSA Office, based on the nature of a “red-flagged” offense, have the option of the right of appeal. Such appeal should be submitted to the GHSA Office.

GHSA BACKGROUND CHECK SCREENING POLICY

Pursuant to Section 4.51 of the GHSA Bylaws, All Officials Associations approved by the GHSA shall require its members to undergo an annual background check. The GHSA office will provide a list of vendors who are approved to perform the annual background check. If the background check reveals that an official has been convicted of a crime involving moral turpitude, then that official shall not be authorized to officiate GHSA contests unless a waiver has been granted by the officials association and thereafter accepted by the GHSA. All GHSA approved officials associations shall be required to maintain a copy of background check reports on all its officials for a period of at least five (5) years and shall make such reports available to the GHSA upon request. All states do not have the same laws and crimes are often categorized differently. The list of offenses set forth below is not intended to be an exhaustive list of disqualifying offenses, but rather examples of crimes involving moral turpitude:

murder/homicide/manslaughter, theft/burglary/robbery/larceny, breaking and entering, prostitution/solicitation, rape/sexual assault, assault, battery, arson, false imprisonment kidnapping, domestic violence, cruelty to children, child molestation, furnishing alcohol to a minor, indecent exposure, child endangerment, any crime related to drugs (use/distribution), driving under influence of drugs or alcohol (3rd offense in 7 years), identity theft, forgery, money laundering, conspiracy to commit a felony, any offense designated as a felony

GHSA approved officials associations should establish a procedure for the evaluation and consideration of its member officials' requests for waivers of this policy and appeals from disqualification. In the event that such a request for waiver is granted by any officials association, then that member official's name may be submitted to the GHSA along with a statement in writing of the specific grounds of why the waiver was granted to such member. The GHSA may accept or reject the granting of such waiver. In the event of rejection of the waiver, such official shall not be eligible to officiate GHSA sanctioned contests. Sample background check release and authorization forms are available through the GHSA office.

Independent Contractor Reporting Requirements

Any independent contractor of the Georgia High School Association who is arrested, charged, indicted, bound over by or to a grand jury, convicted, exonerated, enters a plea, or who is nolle prosecuted for any crime or criminal offense in the State of Georgia or any other state in the United States, whether the crime or criminal offense is a felony or misdemeanor, will report each and all of these events, occasions, or developments to the appropriate association or appropriate designee as soon as reasonably practical, but no later than five (5) calendar days after its occurrence. This also includes any arrest or conviction outside of the United States. Minor traffic violations (such as speeding and parking tickets) are exempt from this reporting requirement. Driving Under the Influence (DUI) is not exempt from the requirement and must be reported.

In making this report, the independent contractor will:

1. Provide a verbal and/or written report of the circumstances surrounding the arrest;
2. Provide a copy of the arrest citation, motor vehicle accident report or any other narrative explanation of the arrest generated by the arresting officials/jurisdiction;
3. Disclose all subsequent facts relating to the charges, court dates and the disposition of the matter within 24 hours after that information becomes available to the independent contractor;
4. Fully cooperate with any GHSA investigation of the matter.

CRIMINAL SEARCH REQUIREMENTS

- 1. National Criminal Super Search
- 2. Georgia Statewide Criminal History
- 3. National Sex Offender Search
- 4. OFAC (National terrorism watch list search)
- 5. Property Records Search

GHSA BACKGROUND CHECK RELEASE AND AUTHORIZATION FORM

FOR THE _____ OFFICIALS ASSOCIATION

In connection with my application to become or remain a member of the above association and to be eligible to officiate GHSA contests, I hereby authorize the association or its designated representative or outside organization to perform a criminal background and/or motor vehicle driving record check on me. The background check may include information gathered from federal, state and local law enforcement and other sources. I understand that the nature and scope of the investigation will also include, but not be limited to, consumer credit, employment records, criminal convictions, my driving record and other information from sources that maintain background information on me. I hereby authorize, without reservation, any law enforcement agency, administrator, local, state or federal agency, credit or credit reporting agency or organization, employer or other person in possession of such background information regarding me, to provide such information as may be requested by the above officials association or any agency or outside organization acting on behalf of such officials association.

THE INFORMATION RECEIVED WILL BE USED TO DETERMINE YOUR ELIGIBILITY TO OFFICIATE GHSA CONTESTS.

As a member of the above officials association, I understand that this authorization and release shall remain in effect as long as I am a member unless I revoke or cancel my consent by signed letter or statement delivered to the association office.

I am providing the following information and personal identifiers to aid in the proper identification of my files and records and state that the same is true and correct to the best of my knowledge:

Print Name (Full legal name: Last, First, Middle) _____

Any other names known by (in last ten years) _____

Last four digits of Social Security Number _____ Date of Birth _____

Driver's License Number State _____

Current Address _____

Previous Addresses (5 years) _____

*** Include a legible copy of your driver's license with this Release and Authorization.

Signature _____ Date _____