



NEW HAMPSHIRE AMATEUR HOCKEY ASSOCIATION SCREENING POLICY

A. General: All NHAHA Affiliate Board Members, Local program administrators, Coaches (head and assistants), Officials, Team Managers, Locker Room Monitors, Team Drivers, Travel Chaperones and other individuals who have routine access to children (anyone under the age of majority) must consent to be screened through NHAHA and complete the screening process. Further, it is NHAHA's policy that all member associations affiliated with NHAHA adopt this Screening Policy as a condition of their affiliation.

B. Deadlines: All personnel and other individuals required to be screened must complete the NHAHA screening process before any interactions with players and teams. All officials must complete the NHAHA screening process by December 31st of the playing season. Any individual who begins an activity after the applicable playing season deadline that would require the individual to be subject to the NHAHA Screening Policy must complete the screening process prior to beginning such activity.

C. Disqualifying Events: An individual may be disqualified and prohibited from serving as a coach, official, manager or any other position of NHAHA or its member associations 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-related offense in the previous seven (7) years or any drug-related offense.

In addition, NHAHA reserves the right to disqualify from participation in any of its sanctioned activities any individual who has a history of other behavior that they may be a danger to children associated with NHAHA.

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. The person shall remain suspended until the NHAHA Screening Committee, in accordance with the NHAHA Bylaws, convenes a hearing.

D. Screening Results and Appeal Procedure: Each screened individual will be advised of any adverse information as a result of the screening process and will be notified of any adverse decision by NHAHA. All notifications shall be in writing and shall be sent by certified mail or email. Individuals may appeal adverse decisions to the NHAHA Executive Committee. Such appeals must be filed within 14 days of receipt of notification of decision. For purposes of the NHAHA Screening Policy, receipt of all notices shall be presumed to occur the third (3) calendar day after mailing of the notice by certified mail or email. If the adverse action is upheld by the NHAHA Executive Committee or upon the expiration of the appeal period if the adverse action is not appealed, NHAHA shall notify USA Hockey, the New England District and the applicable club, league and/or organization that, pursuant to NHAHA's Screening Policy, the individual does not meet the qualifications to participate in NHAHA or USA Hockey activities. No details of the nature of the disqualification will be disclosed except as otherwise required by law.



E. Screening Procedure and Instructions: The NHAHA Online Background Screening Program Instructions for completing the online screening process can be accessed from the NHAHA website. After an individual completes the process, The NHAHA Screening Committee defined as the President of NHAHA, the NHAHA Screening Coordinator as appointed by the NHAHA President and the NHAHA 2nd Executive Vice President, shall order the background screening weekly and all reports from the Screening vendor shall be returned to the NHAHA Screening Coordinator and accessible to the Screening committee. NHAHA may prepare and distribute additional rules and procedures to implement this Screening Policy.

F. 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 NHAHA, New England District or USA Hockey sanctioned activities, including but not limited to all team activities and any other "on ice" or "off ice" hockey activities.

G. Non-Compliance: Any member association and/or coach, manager or other individual required to be screened not complying with the NHAHA Screening Policy will be referred to the NHAHA Executive Committee for appropriate action.

H. Re-Screening Cycle: Screening checks will be completed on a 2 year cycle. NHAHA may adjust this period to ensure compliance with any rule, policy, bylaw or legal changes.