

FATHERS AND FOOTBALL

McKinney, TX | fathersandfootball.org

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501(c)(3) public charity

Background Checks Policy

Effective Date of Form: August 24, 2026

Fathers and Football (“FAF”) requires criminal background screening for all coaches, assistant coaches, and volunteers who have regular or unsupervised access to minors through FAF programs. This policy establishes who must be screened, how screening is conducted, what disqualifies a person from serving, and what happens when a screening is not completed or not cleared.

This policy supports and should be read together with:

- [FAF Abuse Prevention Policy](#)
- [FAF 1-on-1 Interaction Policy](#)
- [FAF Code of Conduct](#)

1. Who Must Be Screened

The following individuals (each a “Covered Adult,” as that term is defined in the FAF Abuse Prevention Policy) must complete and clear a background check before participating in any FAF activity that involves interaction with minors:

- (a) All head coaches and assistant coaches.
- (b) All team managers, coordinators, and other adults who assist at practices or games on a recurring basis.
- (c) Any board member who regularly interacts with minor participants.

(d) Any volunteer who has regular, recurring access to minors during FAF activities (e.g., a parent who helps at every practice), as determined by FAF board leadership.

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(e) Any adult who travels with a FAF team to an away tournament in a supervisory or chaperone capacity.

The following individuals are generally not required to complete a background check, but are still subject to the **FAF Code of Conduct**:

(f) Parents and spectators who attend games and practices but do not serve in a coaching, supervisory, or volunteer role.

(g) One-time or occasional volunteers (e.g., a parent who helps set up cones for a single practice) who are never left unsupervised with minors. If occasional involvement becomes regular, screening is required.

If there is any doubt about whether a particular individual requires screening, treat them as requiring it.

2. Screening Process

FAF uses two screening pathways, both of which are required for all Covered Adults:

National Sports ID (NSID)

All Covered Adults must complete a background check through National Sports ID (NSID). NSID provides identity verification and criminal background screening services designed for youth sports organizations. The NSID screening includes:

- Social Security number trace / identity verification
- National criminal database search
- National sex offender registry search
- County criminal records search (based on addresses from the SSN trace)

Each coach and volunteer is responsible for paying their own NSID screening fee.

NFL FLAG Background Check

All coaches participating in NFL FLAG-sanctioned league play must also complete NFL FLAG's own background check process, which is administered through the NFL FLAG registration system. This is in addition to, not a substitute for, the NSID screening.

Process Requirements

(a) Both screenings must be completed and cleared before a Covered Adult's first interaction with minor participants. No exceptions. A coach who has applied for but not yet received clearance may not attend

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practices, games, or any FAF activity involving minors.

(b) FAF board leadership (or a designated board member) is responsible for verifying that each Covered Adult has completed both screenings before the season begins.

(c) Covered Adults are responsible for completing the screening process in a timely manner. FAF will provide instructions and links for both NSID and NFL FLAG screening during the coach/volunteer registration process.

3. Renewal Frequency

Background checks must be renewed on the following schedule:

NEEDS CONFIRMATION: Floyd -- what is FAF's intended renewal cadence? Common approaches in youth sports:

- Option A: Annual renewal (every season/year). Most protective. Some orgs require this.
- Option B: Every two years. Common in many youth sports organizations and consistent with many NSID plans.
- Option C: Per NSID and NFL FLAG's own renewal requirements (NFL FLAG typically requires annual registration, which triggers their background check; NSID validity periods vary by plan).

Recommendation: require renewal at least every two years for NSID, and annually through NFL FLAG (since NFL FLAG registration is already annual). Confirm which approach FAF wants to adopt.

A Covered Adult whose background check has expired may not continue in their role until a new screening is completed and cleared.

4. Disqualifying Offenses

A Covered Adult will not be permitted to serve in any capacity involving interaction with minors if their background check reveals any of the following:

Automatic Disqualification (No Exceptions)

(a) Any conviction, guilty plea, no-contest plea, or pending charge for a sexual offense, including but not limited to sexual assault, indecency with a child, online solicitation of a minor, possession or distribution of child sexual abuse material, and any offense requiring registration as a sex offender.

(b) Any conviction, guilty plea, no-contest plea, or pending charge for a crime against a child, including physical abuse, endangering a child, abandonment, or trafficking.

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(c) Any conviction, guilty plea, no-contest plea, or pending charge for murder, manslaughter, or kidnapping.

(d) Current registration on any state or national sex offender registry.

Presumptive Disqualification (Board Review Required)

The following will result in disqualification unless the FAF board determines, in its sole discretion, that circumstances warrant an exception:

(e) Any felony conviction within the past 10 years, regardless of the nature of the offense.

(f) Any misdemeanor conviction involving violence, domestic violence, weapons, or drug offenses within the past 7 years.

(g) Any pattern of arrests, charges, or convictions that, taken together, raise concerns about the person's fitness to work with minors, even if no single offense is automatically disqualifying.

(h) A background check that reveals material false statements on the Covered Adult's FAF application or registration.

Board Review Process

When a Covered Adult's screening reveals an offense in the "presumptive disqualification" category, the FAF board will:

1. Notify the individual of the findings (without disclosing raw background check data to anyone outside the board).
2. Give the individual an opportunity to provide context or documentation (e.g., evidence of rehabilitation, court records showing dismissal or expungement).
3. Make a final determination based on the nature and severity of the offense, how recently it occurred, the individual's conduct since the offense, and the degree of access the role would give the individual to minors.
4. Document the decision and the reasoning.

The FAF board's decision is final. There is no appeal beyond the board review.

5. Failure to Complete or Clear Screening

(a) A Covered Adult who does not complete the required screenings by the deadline set by FAF board leadership will not be permitted to coach, volunteer, or participate in any FAF activity involving minors

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until screening is complete and cleared.

(b) A Covered Adult who is disqualified under Section 4 will be notified by a member of the FAF board and will be immediately removed from their role. If the person has already been interacting with minors prior to the disqualification (e.g., screening results arrive late), FAF will assess whether any remedial action is needed and will document the situation.

(c) FAF will not disclose the specific findings of a background check to anyone outside of FAF board leadership. The only information shared with other coaches, parents, or the public will be that the individual “did not clear screening” and is no longer serving in a Covered Adult role.

(d) If a Covered Adult is disqualified for an automatic disqualification offense (Section 4(a)-(d)), FAF will report the matter to NFL FLAG and, if applicable, to law enforcement.

6. Ongoing Duty to Disclose

All Covered Adults have an ongoing obligation to notify FAF board leadership within 72 hours if, after their initial screening:

- (a) They are arrested for or charged with any criminal offense.
- (b) They are convicted of or plead guilty or no contest to any criminal offense.
- (c) They become the subject of a child protective services investigation.
- (d) They become subject to a protective order, restraining order, or similar court order.

Failure to disclose is grounds for immediate and permanent removal from all FAF programs, regardless of the nature of the underlying matter.

7. Confidentiality

Background check results are confidential. FAF will:

- (a) Limit access to background check results to FAF board members with a need to know.
- (b) Not share raw screening reports with coaches, parents, or any person outside of board leadership.
- (c) Not store or retain copies of background check records. NSID is the system of record: each individual’s screening status is maintained by NSID and by the individual themselves, and NFL FLAG

(d) If a screening report is needed for any reason, FAF will request it be produced by the individual Covered Adult or verified directly through NSID/NFL FLAG, rather than relying on any copy held by FAF.

8. Relationship to League and Tournament Requirements

FAF's screening requirements are in addition to any screening requirements imposed by NFL FLAG, the Texas Flag Football Association, or tournament operators (including Zorts). If a league or tournament operator requires additional screening beyond what this policy specifies, Covered Adults must comply with those additional requirements as a condition of participation.

Acknowledgment

By signing below or acknowledging electronically during coach/volunteer registration, I confirm that I have read, understand, and agree to comply with the Fathers and Football Background Checks Policy. I consent to the background screening described in this policy and understand that I may not serve in any coaching or volunteer capacity involving minors until I have completed and cleared the required screenings.

Full name (printed):	_____
Signature:	_____
Role:	_____
Email address:	_____
Date signed:	_____

Questions about this policy may be directed to info@fathersandfootball.org.