



Women's Ohio State Golf Association

Policy No: 2017-01, RISK MANAGEMENT

Purpose: To establish a policy to maintain a high quality and safe volunteer workforce

The Women's Ohio State Golf Association (WOSGA) deems it necessary and advisable as a matter of policy to reserve the right to disqualify any person who has been charged with and convicted of any crime on the WOSGA's list of disqualifying offenses.

The procedure for disqualification is set forth in the WOSGA 2018-2 Guidelines Regarding Abuse and Molestation which may be amended from time to time as the Executive Committee deems necessary.

The following offenses are grounds for disqualification, regardless of any extenuating circumstances: crimes against the family, sex related offenses, child related offenses, murder, felony, theft/robbery/burglary offenses, and fraud related offenses and crimes against persons and property. All other offenses not otherwise described above may result in disqualification at the discretion of the WOSGA.

Factors considered by the WOSGA to determine disqualification include the nature and severity of the criminal conduct, the length of time since the offense occurred, the likelihood of rehabilitation (which must be evidenced by community standing, employment and references) and other factors that the WOSGA deems appropriate under the circumstances.

The WOSGA reserves the right to request a criminal background check of all volunteers at any time and for any reason, or no reason at all. Failure to comply with said request and provide a criminal background check will result in dismissal or disqualification from the WOSGA.

All WOSGA Executive Committee members, Tournament Managers and Assistant Tournament Managers will be screened upon application to the WOSGA. WOSGA Executive Committee members and Tournament Managers shall receive bi-yearly background checks

The WOSGA will hire a private company to provide the screening and use that company to manage all data associated with the background check.

The WOSGA will pay the cost of required background checks for volunteers.

Day-of-Championship volunteers, such as ball spotters and individuals who help with registration will be required to complete a volunteer application and be instructed to not:

- Be isolated with a participant in connection with any championship activity.
- Initiate conversations (verbal, digitally or by any means) about sexual topics.
- Engage in off-site social activities with participants outside of championship activities. Such interactions include, but are not limited to, meetings to play another sport, invitations to parties with one or more participants not related to the championship, meeting one or more participants to see a movie, telephone conversations, texting, e-mails, social networking, any other forms of communication that are not related to championship activities.

All persons working or volunteering in connection with a championship are prohibited from the access, display, production, possession or distribution of pornography at any site where minors are participating in the championship.

Approved by a majority vote of the Executive Committee: 07/3/2017

Revised by a majority vote of the Executive Committee: 03/20/2018