



## **PERFECT GAME BACKGROUND CHECK APPEALS POLICY**

The background check appeals policy for Perfect Game will be governed through a Review Panel which includes at least three members of Senior Management from various Operations and non-Operations departments.

If an applicant is deemed ineligible to work for Perfect Game based on the results of their criminal background check, they may request an appeal if:

- There are inaccuracies in the criminal background check that would be material in terms of adjudication
- If providing additional context regarding the criminal background may impact adjudication

Perfect Game may deny an appeal if the criminal background itself is not in question and additional context would not impact adjudication. If the criminal background check includes convictions that are incontestable (i.e. do not have a timeframe for consideration per Perfect Game's adjudication matrix), the appeal will be denied.

To request an appeal of a criminal background check, the applicant should submit a letter to [compliance@perfectgame.org](mailto:compliance@perfectgame.org) including:

- The reason the appeal is being requested
- The specific conviction(s) that are being appealed
- The current status of the conviction(s) that are being appealed
- A copy of the criminal background check results from JDP
- Copies of the adverse action notification documents sent by JDP/Players Health

### **If an appeal is granted:**

The Review Panel will conduct a virtual hearing. The individual will be notified of the date and time and should participate if they choose. The individual has a right to legal counsel at the hearing if they choose.

At the hearing the individual may present any evidence or argument they wish the Review Panel to consider. The Review Panel may request that any documentary evidence and names of witness(es) be presented prior to the hearing.

A determination on a reversal of the declined status for the disqualifying factor will be made by a majority vote of the Review Panel. The individual remains ineligible pending the review unless the Review Panel enacts temporary measures to ensure the safety and wellbeing of others at Perfect Game activities.

At the request of the individual, and if it is necessary to expedite the proceeding in order to resolve a matter prior to Perfect Game sanctioned activities that are already scheduled, the Review Panel may render an expedited determination.

It is at the discretion of the Review Panel to deny any individual from participation in Perfect Game sanctioned activities if it finds that permitting the individual to participate is inconsistent with the stated purpose of the Perfect Game Background Check Policy. In coming to a finding, the Review Panel should consider:

- 1.) The interest of Perfect Game in providing a safe environment for all participants.
- 2.) The seriousness of the criminal offense or act.
- 3.) The time which has elapsed since the occurrence of the criminal offense or act.
- 4.) The age of the individual at the time of the criminal offense or act.
- 5.) The bearing the criminal offense or act has on the individual's ability to safely participate in Perfect Game sanctioned activities.
- 6.) Any information provided by the individual or on their behalf with respect to reputation, rehabilitation, or other good conduct.
- 7.) Any volunteer restrictions of access proposed by the individual themselves.
- 8.) Any recommendation or information provided by the individual's affiliated organization.
- 9.) Any other information, which in determination of the Review Panel would bear on whether or not the individual should participate in Perfect Game sanctioned activities.

In the event that the declined status is reversed, the individual will be removed from the ineligible list and allowed to participate in Perfect Game sanctioned activities. The declined status reversal is based on the disqualifying factors that led to the initial pre-adverse or adverse finding and is not a permanent declined status reversal for any future offenses that are considered disqualifying factors.