

Person in Authority Check (PIA)

August 2, 2022

VC Person In Authority – new myBackCheck Needed

1. Safe Sport Training **OR** Respect In Sport for Activity Leaders
 - Cost \$0.00 on [The Locker](#)
 - Valid for 3 years, or if a new course is created
2. Sterling Background Check (criminal record check)
 - Cost \$25.00 + GST on [Sterling myBackCheck - Volleyball Alberta Portal](#)
 - Valid for 3 years
3. Screening Disclosure Form
 - Cost \$0.00 on [Sportlomo User Account](#) “Qualifications”
 - Annual

VC Person In Authority – current myBackCheck Valid

1. Safe Sport Training **OR** Respect In Sport for Activity Leaders
 - Cost \$0.00 [Safe Sport Training](#)
 - Valid for 3 years, or if a new course is created
2. Sterling myBackCheck (criminal record check)
 - For individuals that already have an account on Sterling myBackCheck, make sure your results are shared with your club, Volleyball Alberta & Volleyball Canada. [Login to your myBackCheck account](#). If your CRC is dated 2019 or 2020, you will need to complete a new check during this season. Follow instruction above to complete the “myBackCheck Needed”. Login, Click [view/share] to see your sharing history and to share your check with your club, Volleyball Alberta Headquarters, and Volleyball Canada Headquarters.
 - Valid for 3 years
3. Screening Disclosure Form
 - Cost \$0.00 on [Sportlomo User Account](#) “Qualifications”
 - Annual

Who?

The following Volleyball Alberta Membership Categories requires the PIA Check.

- **Leader – Club/Team Personnel -**
 - Head Coach, Assistant Coach, Manager, Trainer
 - Beach Coach
- **Leader -**
 - Club President, Board of Directors (roles including Vice President, Secretary/ Treasurer, Director)
 - Team Main Contact (registrar)
 - Volunteer
 - Any other individual involved in the organization and/or delivery of volleyball who do not play
 - Recreational Coach
- **Referee -**
 - All levels
- **Volleyball Alberta -**
 - Board
 - Contractors
 - Staff

How?

All membership categories that are subject to the [Person in Authority Check] must complete the following in order to be approved as a member in good standing with Volleyball Alberta and Volleyball Canada:

Safe Sport training OR Safe Sport Equivalent

How? enter your NCCP # on your registration form and your VRS-Sportlomo *Qualifications will update 24hrs after completing The Locker required module.

[TAKE THE SAFE SPORT TRAINING](#)

Sterling new myBackCheck Needed

How? "Start My Background Check [HERE](#) to register for an account on Sterling myBackCheck and to have your results automatically shared with your club and Volleyball Alberta".


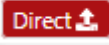
How it works: individuals will be asked to provide information to verify their ID. 90% of candidates verify their ID online successfully. The 10% that are unsuccessful will be asked to proceed with traditional ID verification at any Canada Post office. This process is the same as they would do at a police station, but should be more convenient since there are many more locations. That's it! Results will be returned to your club/association and the individual, guaranteed within one (1) business day. We recommend that you login after one (1) business day to view your results and to confirm your sharing history is complete.

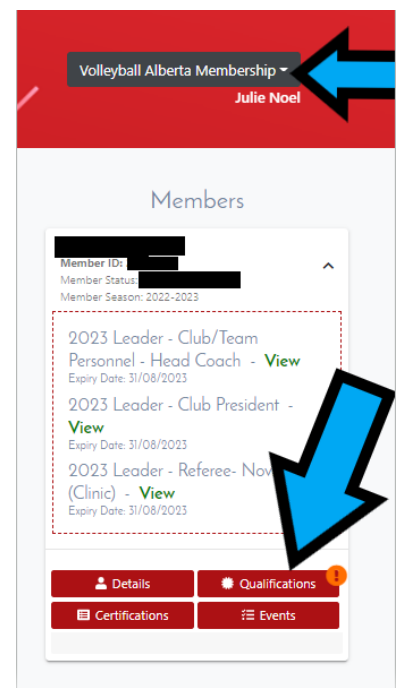
Sterling current myBackCheck Valid

How? "For Individuals, For Organizations that already have an account on Sterling myBackCheck. Make sure your results are shared with your club, Volleyball Alberta & Volleyball Canada. Login to your Sterling myBackCheck account [HERE](#)."

Screening disclosure form

How? Login to your user account after completing your registration, you will need to complete the form [direct] in your VRS-Sportlomo *Qualifications .

1. Login to your [user account](#)
2. Choose Association: Volleyball Alberta Membership
3. On your Member ID Card, click [Qualifications]
4. Start a new Qualification if you don't already have one in progress
5. If you already have one in progress, click [ manage]
6. Find "[Screening Disclosure Form](#)" ... click the [] icon to start
7. All you need to enter on this next screen is **start date**: today's date. The **expiry date** will auto-fill. Click [save]. The form will load. Complete the form & submit. Thank you for completing your survey! Message will appear as confirmation that you completed & submitted your form successfully.



Police Checks Frequently Asked Questions

Sterling BackCheck has collected a list of frequently asked question on their website at:

https://www.sterlingtalentsolutions.ca/landing-pages/c/cac_faqs/

- 1. I am a teacher and sign a declaration each year for my school board, do I still need to get a police record check done?**

Yes!

- 2. I am a police officer, military personnel, or government employee, do I still need to get a police check?**

Yes!

- 3. I had a police check completed for another organization, will Volleyball Alberta accept this check?**

Volleyball Alberta, Volleyball Canada and affiliated clubs accept checks via Sterling myBackCheck. If your check was completed for another organization on Sterling myBackCheck, Login, click [view/share] to see your sharing history and to share your check with your club, Volleyball Alberta Headquarters, and Volleyball Canada Headquarters.

- 4. What happens if there is a positive result on an E-PIC?**

If there are any disclosures, inconclusive, or positive results, the Executive Director will forward the information to the Volleyball Alberta Screening Committee for review annually for each membership year. The Screening Committee will use the [Pan Canadian Screening Policy](#) to determine if the individual is allowed to participate within Volleyball Alberta. This decision will be then returned to the Executive Director and Club Director or Designate.

- 5. What happens if my CRC status on Sterling myBackCheck is: Defer to Local Police?**

Your E-PIC through Sterling myBackCheck came up with a “Defer” status, which means a local police check with Vulnerable Sector Check is required. Please connect with Mike Ling to make arrangements to view your letter: email coaching@volleyballalberta.ca or call 780 415-1703, ext. 7. Defer Status means that the search could not be completed. This is not necessarily an adverse result; you just need to complete this check at your local police service where it will be determined if relevant and releasable information exists.

6. If I have someone on my coaching roster that is 18 years of age or younger, do they need to complete an E-PIC & SDF?

“The Youth Criminal Justice Act has complex rules about who can access certain youth records. In many cases, while a young person can request his or her own record, it is illegal for the youth to pass that information on to an employer or volunteer organization. Employers should not ask youth to provide these records”. Excerpt from [Canadian Civil Liberties Association](#).

While an E-PIC is not required for Team Staff under the Age of Majority, **a SDF is still required, as is their inclusion on the official team roster.** The Club Director/Screening Designate will also need to ensure they have completed **at least TWO reference checks** on the individual.

7. Why did you remove the requirement of a Vulnerable Sector Check (VSC)? As you know, a Vulnerable Sector Check is the term traditionally used as the equivalent of a Sex Offender Registry Search. This search includes the following three components:

1. Standard Criminal Record Check: This name-based check is a search of adult convictions held within the RCMP National Repository of Criminal Records. This is used for most employment situations and includes all offences in the Criminal Code, including those of a sexual nature and with children.
2. Local Police Information: This search includes the Standard Criminal Record Check above, as well as additional conviction and selected non-conviction information which may be relevant within both national and local police data sources. Additional information that may be discovered through this in-depth search including: Outstanding charges, Warrants, Peace bonds and restraining orders, Prohibitions, Probation orders, Interim release conditions, Recent convictions not yet listed in the National Repository.
3. Pardoned Offences: This piece queries for any pardoned offences of a sexual nature only.

The Sterling Enhanced Check includes the Standard Criminal Record Check (#1) but also all the local police information contained in #2. As the Parole Board of Canada was taking over three months to return results, the service was discontinued.

Many sports organizations, along with Scouts Canada, Girl Guides of Canada, Red Cross, and many others (<http://www.sterlingtalentsolutions.ca/landing-pages/c/cac/coaching-association-of-canada/>) have made a decision that receiving the first two pieces outweighs the risks and frustration of receiving all three pieces from the local police. This may seem a bit odd at first glance, but the decision was made due to some of the challenges they faced:

- a) When an applicant visits a police station, they are handed a piece of paper with the results of their check, and asked to supply that to the requesting organization. Unfortunately, many of these organizations have caught people offering forged police certificates to their organization. This happens more frequently than we'd like to think.
- b) Results from the police can take weeks, which often results in volunteers abandoning the process, or being placed without being screened.
- c) Vulnerable Sector Searches at the local police require male applicants to be fingerprinted approximately 30% of the time. This results in additional costs and delays of 3 months+, which turned away up to 50% of their volunteers purely due to the inconvenience and indignity of proving their innocence. From various Access to Information Requests from the RCMP, we have learned that approximately 250,000 individuals were asked to provide fingerprints to complete a Vulnerable Sector Check each year, and only 100,000 proceeded with this request. That's a lot of people who are placed without screening, or abandoned the process.

In addition, it is important to note that organizations do not need to inconvenience every candidate with a Vulnerable Sector Check, as the Pardoned Sexual Offence Search would not be required for many individuals.

- **Returning staff/volunteers:** Due to current legislation regarding waiting periods for pardons/record suspensions of 10 years for indictable offences, any person that has recently completed a Vulnerable Sector Check with a 'clear' result within the past few years would not have to complete a search for pardoned sex offences once again, as any new convictions for sexual offences would be uncovered during a standard Criminal Record Check before 10 years elapses and a pardon/record suspension could be obtained.
- **Individuals Under 33:** We have obtained an Access to Information Request from the RCMP which tells us that the date of birth belonging to the youngest person with a pardoned sexual offence is February 28, 1986. Therefore, any search for pardoned sexual offences on a candidate born after February 28, 1986 would be fruitless. More on this here: <http://sterlingbackcheck.ca/Resources/OurBlog/2016/May/Vulnerable-Sector-Verifications-and-Persons-Under-30.aspx#.V0WlOWiUioU.linkedin>

Moreover, the federal government passed legislation in 2012 preventing anyone from obtaining a record suspension (pardon) for any sexual offences going forward. This means the list of pardoned sexual offenders is not growing. This means an Enhanced Police Information Check comprising sections one and two above (everything but the pardoned sexual offence search) offers the exact same level of information for any returning individual with a clear VSS, or anyone under 33 years of age.

If you have any further questions regarding police screening/checks, please contact Jim at jplakas@volleyballalberta.ca