



BACKGROUND CHECKS

Boys & Girls Club of the Redwoods conducts criminal background checks of all employees, including minors; board volunteers and others who serve on a standing committee; and all other volunteers, including partners and minors, who have direct repetitive contact with minors.

The First Advantage Screening Process and the Live Scan fingerprint-based record searches will be used in combination, and the background check shall at a minimum:

1. Verify the person's identity and legal aliases through verification of a social security number.
2. Provide a national Sex Offender Registry search.
3. Provide a comprehensive criminal search that includes a national search.
4. Provide a comprehensive local criminal search that includes either a statewide or county level criminal search, depending on jurisdiction.
5. Include any additional background check criteria required by organizational policies, funding or licensing agencies or required in the applicable jurisdiction, such as motor vehicle records, child abuse registry or credit checks.

Such checks will be conducted prior to employment and the continuous monitoring system will be utilized.

All background check findings shall be considered when making employment or volunteer decisions, and Boys & Girls Club of the Redwoods will not employ potential staff or engage potential volunteers if such individual:

- a. Refuses to consent to a criminal background check.
- b. Makes a false statement in connection with such criminal background check.
- c. Is registered, or is required to be registered, on a state or national sex offender registry.
- d. Has been convicted of a felony consisting of:
 1. Murder
 2. Child abuse
 3. Domestic violence
 4. Abduction or human trafficking
 5. A crime involving rape or sexual assault
 6. Arson
 7. Weapons
 8. Physical assault or battery
 9. Drug possession, use or distribution in the last five years
- e. Has been convicted of any misdemeanor or felony against children, including child pornography.