



BACKGROUND CHECK POLICY

The Boys & Girls Club of Aberdeen Area (BGCAA) is committed to selecting and retaining the best staff and volunteers to serve its youth. As part of the initial selection process and on an ongoing basis, Boys & Girls Clubs of Aberdeen Area will conduct background checks in accordance with the following policy:

Boys & Girls Clubs of Aberdeen Area will conduct criminal background checks of all employees and volunteers, including minors, who have direct, repetitive contact with children. Name-based or fingerprint-based record searches may be used in any combination but shall, at a minimum, (a) verify the person's identity and legal aliases, (b) provide a national Sex Offender Registry search, and (c) provide a national criminal record search. Such checks shall be conducted before employment and at regular intervals not to exceed twelve (12) months.

All background check findings shall be considered when making employment or volunteer decisions. It is the policy of Boys & Girls Clubs of Aberdeen Area that an employee or volunteer will be automatically **ineligible** for employment or volunteer service if such individual:

- (a) refuses to consent to a criminal background check,
- (b) makes a false statement in connection with such a 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. a crime against children, including child pornography,
 - 4. spousal abuse,
 - 5. a crime involving rape or sexual assault,
 - 6. arson or
 - 7. physical assault, battery,
- (e) has been convicted of a drug-related offense committed within the last five years.