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**BOYS & GIRLS CLUB
OF WESTERN LANE COUNTY**

CHILD SAFETY

**BACKGROUND CHECK & BARRIER CRIME
POLICY**

CATEGORY: Child Safety	APPROVED: November 22, 2022
APPROVING AUTHORITY: BGCWLC Board of Directors	LAST UPDATE: November 8, 2022
CONTACT: BGCWLC CEO	NEXT REVIEW: November 22, 2023

Background Check & Barrier Crime Policy

The Boys & Girls Clubs of Western Lane County (Club) is committed to selecting and retaining the best staff and volunteers possible. The Club is also committed to the protection and safety of all persons who are associated with the Club including members, staff, volunteers, and guests.

The Club will conduct criminal background checks of all potential staff, volunteers, and board members as part of the initial onboarding process and on an on-going basis. The Club will carry out this requirement in a fair, impartial, consistent, and non-discriminatory manner, complying with applicable state and federal laws and guidelines, including the Fair Credit Reporting Act and the Equal Employment Opportunities Commission.

Name-based or fingerprint-based record searches may be used in any combination, but the background check shall at a minimum:

- Verify identity and legal aliases through verification of a social security number.
- Provide a national Sex Offender Registry search.
- Provide a comprehensive local, state, and national criminal search.
- 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.

All background check findings will be taken into consideration when making employment or volunteer decisions. Any candidate will automatically be ineligible for employment or volunteer service with the Club if they:

- Refuse to consent to a criminal background check.
- Make a false statement in connection with such criminal background check.
- Is registered or is required to be registered, on a state or national sex offender registry.
- Has been convicted of a felony consisting of:
 - Abduction or human trafficking
 - Arson
 - Child abuse or other crime against a child, including child pornography
 - Misdemeanor or felony level conviction
 - Crime involving rape or sexual assault
 - Domestic violence
 - Drug-related offense committed within the last five (5) years
 - Misdemeanor or felony level conviction
 - Murder
 - Physical assault or battery
 - Weapons
- Or qualifies under any additional hiring exclusions specified by organizational policies, funding or licensing agencies or as required in the applicable jurisdiction.

All felonies and the barrier crimes listed above will automatically disqualify an applicant from volunteer service or employment at the Club, regardless of the amount of time that has elapsed since the offense. Convictions for all other offenses (excluding minor traffic violations), will disqualify a candidate for five (5) years after the offense.

The Club reserves the right to consult legal counsel concerning any charges a background check may return.