

## Background Checks

Boys & Girls Clubs of Laredo will conduct criminal background checks of all employees and volunteers 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 prior to employment and at regular intervals not to exceed twelve (12) months. All background check findings shall be considered when making employment or volunteer decisions and each Club shall have a policy defining eligibility 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 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,

Has been convicted of a drug related offense committed within the last five years