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BOYS & GIRLS CLUBS
OF MID CENTRAL COAST

POL011- 3 Background Checks and Policy - Barrier Crimes

The Boys & Girls Clubs of Mid Central Coast (BGCMCC) is committed to the safety of our youth, staff and volunteers. Selecting and retaining the highest quality possible staff and volunteers to serve our youth will further that goal. As part of the initial selection process, and on an ongoing basis, BGCMCC will conduct background checks in accordance with the following policy.

BGCMCC will conduct criminal background checks of all employees, Board Members (OR of Directors, volunteers who serve on a standing committee, and all other volunteers (including BGCMCC partners) who have direct, repetitive contact with children. Name-based or fingerprint-based record searches may be used in any combination but BGCMCC will, at a minimum:

- (a) Verify the person's identity and legal aliases through verification of a Social Security number,
- (b) Conduct a national Sex Offender Registry search,
- (c) Conduct a comprehensive criminal search which includes a national search,
- (d) Conduct a comprehensive local criminal search which includes either a statewide criminal search or county level criminal search, depending on jurisdiction (a current list of jurisdictions can be found at www.bgca.net/childsafety)
- (e) Conduct 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. (i. e. FBI & DOJ background check using Live Scan fingerprinting or similar technology)

All checks will be conducted, completed and reviewed by BGCMCC staff prior to employment, and before accepting a volunteer.

Background checks will be conducted at regular intervals. Points "a" through "c" are not to exceed twelve (12) months. Points "d" and "e" will be conducted a minimum of every 5 years per BGCA recommendations.

All background check reports and/or criminal findings for the Chief Executive Officer of BGCMCC shall be reviewed by the Board Chair and or the appropriate Board committee.

All background check findings will be considered when making employment or volunteer decisions. It is the policy of BGCMCC 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 or omission in connection with any 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. Rape or Sexual Assault
 - 6. Arson
 - 7. Weapons Violations or Felonious Assault
 - 8. Drug Violations
 - 9. Sexual Abuse Material Violation
- (e) Has been convicted of any misdemeanor or felony against children

BGCMCC will conduct a minimum of 2 reference checks on any candidate for employment or volunteer service. Should candidates for employment have previous experience with a Boys & Girls Club, BGCMCC will inquire about their re-hireability before extending an offer for employment or volunteer service.

For more information, visit BGCA.net/ChildSafety

Reviewed and Approved:

Date: 02 / 19 / 2026

BY: 

CEO

Debbie Perrault

Board Chair