



Background Check Procedures

Martha's Vineyard Boys & Girls Club is committed to selecting and retaining the best staff and volunteers to serve our youth. As part of the initial selection process and on an on-going basis, Martha's Vineyard Boys & Girls Club will conduct background checks in accordance with the following policy:

Criminal background checks will be conducted of all employees, including minors, board volunteers, anyone serving on the committee, all volunteers, community partners who have direct or repetitive contact with club members.

Name-based or fingerprint-based record searches may be used in any combination but will, at minimum:

- Verify the person's identity and legal aliases through verification of a social security number
- Provide a national Sex Offender Registry search
- Provide a comprehensive criminal search which includes a national search
- Provide a comprehensive local criminal search which includes either a statewide or county level criminal search

Background checks will be conducted prior to employment or volunteering, as well as at year-long intervals.

Findings will be considered when making hiring or volunteer decisions. Individuals will be ineligible for employment or volunteering if they:

- Refuse to consent to a criminal background check
- Make a false statement in connection with such criminal background check
- Are registered, or is required to be registered, on a state or national sex offender registry
- Have been convicted of a felony consisting of violence or children
- Have been convicted of a drug-related offense in the last 5 years

Additionally, Martha's Vineyard Boys & Girls Club will conduct reference checks for any candidate for employment or volunteer service.