



Policy: Human Resources - Criminal Background Checks

Policy Statement

The Board is committed to the principle that every employee is entitled to a respectful, positive and Christ-centered school climate and environment free from all forms of discrimination and harassment.

In accordance with Regulation 521/01 of the Safe Schools Act, it is the policy of the Superior North Catholic District School Board that all employees, service providers, volunteers and others who normally come into direct contact on a regular basis with students, shall require a Criminal Background Check with Vulnerable Sector Screening. The Criminal Background Check will consist of information regarding entries, outstanding charges and/or convictions under the Criminal Records Act (Canada) for which a pardon has not been granted or for which a pardon has subsequently been revoked.

Rationale

The Superior North Catholic District School Board has the responsibility under the Education Act, to provide a safe and secure working and learning environment for students and employees. The Board is in a position of trust with regard to students and must strive to protect their intellectual, physical, mental and emotional well-being.

Approval and Review Dates

Prior Date Approved: N/A

Revised Date Approved: October 17, 2006

Review Prior To: October, 2018

Reviewed by: Policy Committee, Administrative Council