



# Policy: Human Resources - Criminal Background Checks

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## 1.0 Policy Statement

- 1.1 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.
- 1.2 In accordance with Regulation 521/01 of the Education 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under the Criminal Records Act (Canada) for which a pardon has not been granted or for which a pardon has subsequently been revoked.

## 2.0 Rationale

- 2.1 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: January 13, 2020

Review Prior To: January, 2025

Reviewed by: Policy Committee, Administrative Council