

CRIMINAL RECORD CHECKS

Background

Students are to be provided with a safe and secure environment in which to learn and the District will avoid employing or engaging persons who have a history of criminal activity of a nature that could threaten the safety of students.

The District acknowledges and accepts its responsibility to ensure that criminal record checks are conducted on all employees who work with children. In fulfilling its responsibilities, the District is guided by the *Criminal Records Review Act* (the "Act"), which came into force on January 1, 1996, and the Criminal Record Review Program.

Procedures

1. A criminal record check is mandatory for anyone employed by the District.
2. While a criminal charge or conviction will not necessarily preclude employment with the District, criminal charges or convictions which are found to be related to the employment or intended employment may result in the termination of employment or the loss of an employment opportunity.
3. All employment with the District will be conditional upon a satisfactory Criminal Record Check.
4. Employees and prospective employees who are subject to the *Criminal Records Review Act* must authorize a Criminal Record Check in accordance with that Act.

Reference: Sections 17, 20, 22, 65, 85 School Act
Criminal Records Review Act
Freedom of Information and Protection of Privacy Act
Ombudsman Act
Criminal Record Review Program
Collective Agreements

Adopted: November 2019
Revised: