

Camp K:P Background Check Policy

Purpose:

The safety and well-being of campers at Camp K:P are our top priority. To ensure a secure environment, all staff and volunteers involved in our summer camp programs undergo comprehensive background checks in accordance with the regulations outlined in NH He-C 4004.04 and 4004.05 as a condition of employment.

Scope:

This policy applies to all individuals aged 18 and above who are employed or volunteer at kin:pathic in our summer camp programs. This includes but is not limited to camp counselors, activity leaders, administrative staff, and volunteers.

All staff members under age 18 who may be left alone with children will be required to submit two references as a condition of employment in compliance with the guidelines described in NH He-C 4004.05. Our youth camp operator will contact those references and ask questions in accordance with the regulations.

Background Check Requirements:

Criminal History Check: All staff and volunteers must undergo a criminal history check in each state of residence. This check will include a search for any criminal convictions or pending charges relevant to the individual's suitability for working with children.

Sex Offender Registry Check: A search of the sex offender registry will be conducted for all staff and volunteers to identify individuals listed as sex offenders or convicted of sexual offenses.

Reference Checks: In addition to formal background checks, kin:pathic will conduct reference checks for all staff and volunteers, contacting previous employers or supervisors to verify employment history and gather insights into the individual's character and suitability for working with children.

Disqualifying Offenses:

Individuals with the following offenses revealed through background checks will be disqualified from employment or volunteering at kin:pathic:

- Convictions for violent crimes or crimes against children.
- Convictions for sexual offenses or offenses related to child exploitation.
- Inclusion in the sex offender registry.
- Substantiated findings of child abuse or neglect.

Process:

Pre-Employment Screening: All prospective staff and volunteers will be required to consent to background checks as part of the application process. Background checks will be conducted prior to offering employment or volunteer positions.

Annual Renewal: Background checks will be renewed annually for all staff and volunteers to ensure continued eligibility to work with children. Our Youth Camp Operator will ensure that these checks remain up to date and accurate.

Confidentiality: Information obtained through background checks will be treated as confidential and accessed only by authorized personnel involved in the hiring or screening process.

Non-Compliance:

Failure to consent to background checks or refusal to undergo background checks and provide references will result in disqualification from employment or volunteering at kin:pathic.

Conclusion:

By implementing this background check policy, kin:pathic aims to create a safe and secure environment for all campers, staff, and volunteers. This policy demonstrates our commitment to child protection and safety.