



BACKGROUND CHECKS

It is the policy of the Pottstown Area PAL to require ALL volunteers to complete necessary background checks through the organization. This policy is necessary to ensure the safety of all participating children.

1. Should a potential volunteer's background check result in the discovery of ANY crime involving children, that individual shall be automatically deemed unsuitable to volunteer in any capacity whatsoever.
2. Should a potential volunteer's background check result in the discovery of any FELONY or a MISDEMEANOR involving violence, he/she will be subject to mandatory review by the Executive Board. They will take into consideration the particular act or crime, when in time it occurred, and the history of the individual to determine the suitability of that individual's capacity to volunteer.
3. Should a potential volunteer's background check result in the discovery of a non-violent MISDEMEANOR, the Executive Director and Executive Board will take into consideration the particular act/crime, when in time it occurred, and the history of the individual to determine the suitability of that individual's capacity to volunteer.
4. Should a potential volunteer's background check result in a current PROBATIONARY PERIOD, he/she will be subject to mandatory review by the Executive Board. They will take into consideration the particular act/crime, when in time it occurred, and the history of the individual to determine the suitability of that individual's capacity to volunteer.
5. Volunteers must have confirmation from the office that their application has been processed and approved before they can begin actively volunteering. Volunteers must notify the Pottstown Area PAL office of any completed applications in order for the checks to be processed. Applicants are not obligated to participate in a volunteer capacity once they apply to do so.
6. Program and organizational leadership reserve the right to consider any and all pertinent factors, criminal and otherwise, when assessing the viability of any particular candidate.