

POLICY STATEMENT

CRIMINAL BACKGROUND CHECKS AND OFFENCE DECLARATIONS

Rationale

The Algonquin and Lakeshore 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 acknowledges its position of trust with regard to students and strives to protect their intellectual, physical, mental, spiritual and emotional well-being.

Guiding Principles

- The Algonquin and Lakeshore Catholic District School Board will not hire into its employ or continue to employ persons who will have direct and regular contact with students who have police records and/or patterns of behavior which place students or staff at risk.
- The Algonquin and Lakeshore Catholic District School Board will not allow school access to Service Providers or Others who have direct and regular contact with students who; have not had an appropriate and acceptable Police Record Check, or who have had an appropriate Police Record Check that has been adjudicated and found to present an unacceptable risk to students and/or staff.
- The Algonquin and Lakeshore Catholic District School Board will develop a process to verify, to the best of its ability, that all employees, service providers, and other adults do not pose a threat to students, other employees, or Board property and equipment.

References

Education Act and Regulation 521/01, as amended by Regulation 323/03
Police Records Check Reform Act, 2015

Administrative Procedures

Criminal Background Checks and Offence Declarations

Approved: May 2019