



# Background Check Policy

## 1.0 Rationale

In order to provide a safer environment for members, staff, and volunteers, Heat Wave of Florida reserves the right to perform or request background checks on certain members, staff, or volunteers.

## 2.0 Policy

The background checks are criminal in nature and run through local or state law enforcement.

All adults who will spend more than three overnight periods where members are present, are subject to check.

Employees of Florida traditional and charter public schools are exempt.

The Corps will submit background checks for members and staff, volunteers are required to submit on their behalf with the results being sent to the Corps.

According to FCRA guidelines, organizations cannot look at information that is older than seven years in most instances.

The Corps reserves the right, but is not required to perform additional checks for those individuals that continue a relationship with the Corps for more than three years.

These guidelines are subject to update by the Board of Directors.