



BACKGROUND CHECKS

As a part of the hiring/appointing process, GO Rowing & Paddling Association of Canada (GO) shall require applicants/candidates to submit a resume with at least two references, neither of which shall be a friend or family member and in some cases require a criminal record check.

Managers are required to review all coaching, volunteer and paid positions currently in place to determine if the nature of the duties and the environment in which those duties are carried out necessitate a criminal check.

This policy recognizes that criminal record checks are most appropriately linked to a position or job, not to an individual.

Guiding Principles

1. Only those working in direct contact with minors and athletes need to undergo a criminal check.
2. Determining whether a particular position requires a check shall be determined by GO's program or centre manager and any requirements shall be included in the job description.
3. Criminal record checks must be current. Checks older than one year will not be considered.
4. It is a requirement that submitted references be contacted reviewed and taken into consideration in the hiring or appointing process. Not doing so may be considered willful blindness on the part of the hiring/appointing body. References should be asked:
 - a) about how the individual interacts with minors and athletes and
 - b) if they have ever seen any inappropriate interaction or behaviour that might concern them.

Criminal Record Checks

The Canadian Criminal Records Information Service (CCRIS) manages the central repository of criminal records information. The CCRIS also provides a variety of services related to criminal records.

Instructions on how to obtain a certified criminal record check can be found on the CCRIS web page:

<http://www.rcmp-grc.gc.ca/html/crimrec.htm#>