

Background Check Policy for MCY Staff, Volunteers, and Facilitators

July 6th, 2010

All staff members, volunteers, and facilitators who will have an ongoing relationship with young people will have local and national criminal background checks (including child/sexual abuse). The background checks will be performed by the personnel trustee. The personal information collected and the findings of these investigations will be kept in a confidential file and retained in a secure place at UUMAN. Should any of these departments report past violations or reports, the DMCY and the Minister will determine further steps to insure safety of our young people. Individuals with a known documented history of child abuse are prohibited from providing care or supervision of any children or youth, which is defined as any person below the age of 18. The background check will be performed as soon as possible for all new personnel. All background checks will be updated every 3 years.

Here is the definition of 'abuse' as it is currently drafted in the protection policy. These definitions are based on (*but not limited to*) GA law;

“Abuse” is an act committed by a parent, caregiver, or person in a position of trust that harms or threatens to harm a child. There are four categories of abuse: physical, sexual, emotional, and neglect.

- **Physical Abuse** – non-accidental injury to a child under age 18 by a parent or caretaker, which results in bruises, welts, fractures, burns, cuts or internal injuries.
- **Physical Neglect** - is the failure of the parent or caretaker to see that the child is adequately supervised, fed, clothed, housed or provided medical care.
- **Sexual Abuse** - *Sexual abuse* means a person's employing, using, persuading, inducing, enticing, or coercing any minor who is not that person's spouse to engage in any act that includes, but is not limited to inappropriate touching, intercourse, incest, rape and sodomy as well as exhibitionism, voyeurism and use of children in pornography. *Sexual exploitation* means conduct by a child's parent or caretaker who allows, permits, encourages, or requires that child to engage in prostitution or sexually explicit conduct for the purpose of producing any visual or print medium depicting such conduct.
- **Emotional maltreatment** ([not addressed under GA law](#)) - the failure to provide love, care, support and guidance necessary for healthy psychological development. This includes, but is not limited to verbal abuse, such as excessive teasing, belittling, and rejection.