

# Background Check Policy

## Hope House

**In October of 2014, the state of Pennsylvania passed Act 153 requiring that all persons (14 and older) with direct contact with children must have state and/or federal clearances every 36 months.**

This law impacts churches, child care facilities, **nonprofits**, schools, youth sports or any state operated organizations with a responsibility for children.

### Reasons for the Act

In the wake of the Penn State/Jerry Sandusky sex abuse scandal, the state began looking closer into Sandusky's children's charity, The Second Mile. Though other laws had been passed, the state legislature wanted to strength the protection of children. The new law expands requirements to any organizations that have direct contact with children. All volunteers, from Sunday school teachers, foster parents and youth sports coaches, and paid employees, like teachers and daycare providers, must have state and federal clearance to have contact with children.

### Necessary Background Checks

Every school or daycare employee or employee that will be in regular contact with children, as well as volunteers for other organizations, must have current background checks. The background checks necessary for clearance with the state of Pennsylvania are:

- [Child Abuse Clearance](#) (\$13)
- [Criminal History](#) (\$22)
- [Federal Criminal History](#) (FBI fingerprinting - \$23.85 Code: 1KG756)

Because each employee or volunteer may have had background checks in the past, the state may require that all three background checks are retaken when one is due for renewal. Requirements for volunteers may also be different if the volunteer has lived in the state of Pennsylvania for the previous 10 years or if they are only volunteering for less than 30 days.

### Prohibited Convictions

If a background check reveals any convictions at any time that are prohibited by the **Child Protective Services Law** or if the board determines the conviction to potentially interfere with the mission and work at Hope House, the employee or volunteer will not be cleared.

### Cost of a Background Check

Hope House will cover the cost of background checks for potential and paid employees.

I have read and understand the background check policy.

Signature: \_\_\_\_\_ Date: \_\_\_\_\_