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<b>Procedure Section:</b>	<b>Human Resources</b>
<b>Procedure Title:</b>	<b>Criminal Reference Checks and Offence Declarations</b>
<b>Procedure Number:</b>	<b>RCJTC AP. 05.06</b>
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## 1. Definitions

**Criminal Background Check** means, in respect of the Renfrew County Joint Transportation Consortium, a document concerning an individual that:

- a) was prepared by a police force or service from national data on the Canadian Police Information Centre database within six months before the day the Renfrew County Joint Transportation Consortium collects the document; and
- b) contains information concerning the individual's personal criminal history.

**Vulnerable Police Record Check**, also referred to as a Criminal Reference Check (C.R.C.), means a document concerning an individual that:

- a) was prepared by a police force or service from national data on the Canadian Police Information Centre (C.P.I.C.) database within six (6) months before date of hire; and
- b) provides information concerning the individual's police record including Criminal Code (Canada) convictions, pardoned sexual offences, records of convictions under the Controlled Drugs and Substances Act, Narcotic Control Act and Food and Drugs Act, and all outstanding warrants and charges.

**Vulnerable Sector** (V.S.) means persons who, because of age, disability, or other circumstances, whether temporary or permanent, are:

- a) in a position of dependence on others; or
- b) otherwise at greater risk than the general population of being harmed by persons in a position of authority or trust relative to them.

**Offence Declaration** means, in respect of the Renfrew County Joint Transportation Consortium, a written declaration signed by an individual listing all of the individual's convictions for offences under the Criminal Records Act (Canada) up to the date of the declaration:

- a) that are not included in a Police Record Check collected by contract service providers under licensing requirements or in the last criminal

background check collected by the Renfrew County Joint Transportation Consortium; and

- b) for which a pardon under Section 4.1 of the Criminal Records Act (Canada) has not been issued or granted.

**Service Provider** means an individual and/or company who is not an employee of the Renfrew County Joint Transportation Consortium and who comes into direct contact with member school board pupils on a regular basis at a school site or on vehicles under contract/subcontract to the Renfrew County Joint Transportation Consortium in the normal course of providing goods or services out of his or her employment functions as an employee of a person who provides goods or services under contract with the Renfrew County Joint Transportation Consortium.

**Police Station Receipt** means a receipt issued by a police station showing the employee or potential employee has paid for a Vulnerable Sector Police Record Check/Criminal Record Check.

**R.C.M.P. Report** means a document provided by the applicant or employee disclosing any Criminal Conviction(s) of Canada.

Disclosure of Personal Information means a police form that provides information about the nature, date, and role of contact with police.

## **2. Vulnerable Sector Police Record Checks**

- a) The Renfrew County Joint Transportation Consortium will collect a Vulnerable Sector Police Record Check/C.R.C. for any applicants/new staff. The V.S. Police Record Check must be dated within six months of the hire date.
- b) All individuals being considered for employment with the Renfrew County Joint Transportation Consortium will present proof that they do not have a criminal record before assuming a position with the Renfrew County Joint Transportation Consortium, except as otherwise provided for in these procedures. Any cost associated with providing such proof will be borne by the applicant.
- c) If any applicant/staff member has a Vulnerable Sector Police Record Check that indicates possible or actual criminal conviction(s) and/or provides a Disclosure of Personal Information Form, the Renfrew County Joint Transportation Consortium reserves the right to request:
  - an original Disclosure of Personal Information form; and/or
  - a letter explaining the information listed on the Disclosure of Personal information; and/or
  - an original copy of the Police Report detailing the Disclosure of Personal information; and/or
  - the employee to follow the process outlined by the Police Service to obtain

- fingerprints to process a Royal Canadian Mounted Police report detailing the infraction(s); and/or
  - a Royal Canadian Mounted Police (R.C.M.P.) report detailing the infraction(s); and/or
  - a letter of explanation detailing the infraction(s) listed on the R.C.M.P. report; and/or
  - an original copy of the Police Report detailing the infraction(s); and/or
  - a written explanation detailing why they do not pose a safety risk to students and/or staff.
- d) The Renfrew County Joint Transportation Consortium will review any records pertaining to the criminal conviction(s)/disclosure of personal information and may follow the adjudication guidelines to screen applicants/staff members, as required.
- e) Where a Vulnerable Sector Police Record Check/C.R.C. is delayed, and cannot be submitted prior to the start of employment, the Renfrew County Joint Transportation Consortium requires a signed and completed Offence Declaration and a copy of the Police Station receipt.
- f) Staff who have been transferred to the Renfrew County Joint Transportation Consortium from member school boards, and who have previously provided Vulnerable Sector Police Record Check/C.R.C. documentation to their former school board employer will be considered to have met the requirements of this procedure.
- g) Staff who have a break in service with the Renfrew County Joint Transportation Consortium of one year or more must provide a new V.S. Police Record Check/C.R.C. dated within the last six months of resuming employment.
- h) Renfrew County Joint Transportation Consortium staff who resign or who are terminated must provide a new Vulnerable Sector Police Record Check/C.R.C. if they later re-apply for employment.
- i) Retired staff who are being considered for re-employment must submit a new V.S. Police Record Check/C.R.C. if it has been a year or more since they were last employed with the Renfrew County Joint Transportation Consortium.
- j) Occasional/casual staff must provide a new V.S. Police Record Check/C.R.C. dated within six months of actual employment start date.
- k) The Renfrew County Joint Transportation Consortium reserves the right to revoke an offer of employment in the event of the failure to provide required V.S. Police Record Check/C.R.C. within specified timeframes, or in the event that the employee has provided false or misleading information.
- l) Applicants or employees assume the cost of:
  - V.S. Police Record Check/C.R.C.; and/or

- Police Report; and/or
- Royal Canadian Mounted Police report; and/or
- any required fingerprinting.

### **3. Offence Declarations**

#### **a) Existing Staff:**

- All employees are required to provide an Offence Declaration by September 1 of each year in which the individual is employed by the Renfrew County Joint Transportation Consortium.
- Staff on an approved leave of a year or more must provide the Renfrew County Joint Transportation Consortium with an Offence Declaration upon their return.
- Staff who have been retired for less than one year and are resuming employment with the Renfrew County Joint Transportation Consortium are required to provide the Renfrew County Joint Transportation Consortium with a signed and completed Offence Declaration upon their return.

#### **b) New Hires:**

In extenuating circumstances, a new hire/applicant must submit a signed and completed Offence Declaration pending receipt of V.S. Police Record Check/C.R.C.

### **4. Criminal Conviction(s)/Possible Convictions**

Where the V.S. Police Record Check or the Offence Declaration indicates the applicant/employee may have a Criminal Conviction(s):

- The Renfrew County Joint Transportation Consortium reserves the right to refuse an offer of employment or dismiss an employee if the Renfrew County Joint Transportation Consortium feels there may be a safety risk to students and/or staff.
- The employee or applicant may be asked to:
  - follow the process outlined by the Police Service to obtain fingerprints to process a Royal Canadian Mounted Police report detailing the infraction(s); and/or
  - obtain a Royal Canadian Mounted Police (R.C.M.P.) report detailing the infraction(s); and/or
  - provide a letter of explanation detailing the infraction(s) listed on the R.C.M.P. report; and/or
  - obtain an original copy of the Police Report detailing the infraction(s); and/or

- provide a written explanation detailing the information listed on the Police Report; and/or
- provide a written explanation detailing why they do not pose a safety risk to students and/or staff.

The Renfrew County Joint Transportation Consortium will review any records pertaining to the criminal convictions information and may follow the adjudication guidelines to screen applicants/staff members as required.

## **5. Non-compliance**

- a) Employees who fail to provide a valid V.S. Police Record Check/C.R.C. within specified timelines may be suspended without pay until the V.S. Police Record Check/C.R.C. is received.
- b) Employees who fail to provide a signed Offence Declaration form by the date prescribed by the Renfrew County Joint Transportation Consortium may be suspended without pay until the form is received.
- c) The Renfrew County Joint Transportation Consortium will not consider any applicant who fails to provide a V.S. Police Record Check/C.R.C. within specified timelines.
- d) The Renfrew County Joint Transportation Consortium will not consider any applicant who fails to provide an Offence Declaration upon request.

## **6. Adjudication Guidelines**

Where evidence is received of a criminal conviction, the designated Renfrew County Joint Transportation Consortium contact will consider the following factors in determining an appropriate course of action:

- a) the length of time since offence(s);
- b) any involvement of children and/or sexual activity and/or violence and/or acts of dishonesty in the offence(s);
- c) the employment history;
- d) the employee's attitude towards offence(s);
- e) any treatment, counseling or other services received since offence;
- f) other steps taken to rehabilitate;
- g) any likelihood offence(s) will be repeated, in the RCJTC's opinion;
- h) if alcohol or illegal drugs were a factor in commission of offence(s);
- i) the degree of cooperation with this investigation;
- j) if the offence(s) was committed while employed by the Renfrew County Joint Transportation Consortium;

- k) relevance of offence(s) to her/his employment duties;
- l) the risk posed to students, employees, and Renfrew County Joint Transportation Consortium property and equipment.

The course of action may include disciplinary action up to and including dismissal, and/or withdrawal of offer, and shall be in compliance with other Renfrew County Joint Transportation Consortium policies, collective agreements, and legislation.

The Renfrew County Joint Transportation Consortium reserves the right to terminate any application/new hire/employee based on the information disclosed. The General Manager of the Renfrew County Joint Transportation Consortium will inform the employee/applicant/ new hire of the outcome of the decision made.

The Renfrew County Joint Transportation Consortium reserves the right to revoke an offer of employment and dismiss the employee should the information provided be false, or misleading in any aspect, or if the V.S. Police Record Check/R.C.M.P. report is determined to be unacceptable. The General Manager, or designate, will make a recommendation for final decision by the Board of Directors or designate.

## **7. Retention of V.S. Police Record Checks/C.R.C. and Offence Declarations**

The Renfrew County Joint Transportation Consortium shall retain an original or true copy taken from the original by the Renfrew County Joint Transportation Consortium designated contact or designate. Completed V.S. Police Record Check/C.R.C. and Offence Declarations will be filed in a separate and secure location, in accordance with the Renfrew County Joint Transportation Consortium's Records Management Program retention schedule.

### **Related RCTC Policy**

P.05.06 Criminal Reference Checks and Offence Declarations Policy

### **Related RCJTC Procedures**

### **Related RCJTC Forms**