

## **Personnel Committee**

**December 12, 2016**

Present: Zale Chadwick (facilitator), Ani Haines (notes), John Shuck  
Melissa and Bill are out sick tonight

Background checks-- the continued discussion.

After last month's meeting, the staff had many questions about the implementation of the background check policy for volunteers.

Backing up a step, the question comes up- what are our legal obligations around background checks and volunteers?

From Ani: Feels that background checks for all volunteers is at odds with Gentle Personalism philosophy. Suggests that we don't do them.

Monica-- feels like Melissa's message tends towards legal obligation. But is concerned that we have capacity.

John asks for where the movement to add this is coming from.

Monica fills in on some history about concerns regarding our legal obligations.

John: is at the position that background checks for volunteers is hamfisted. Wants to suggest that there may be other ways to address the actual problems.

Zale: If someone is not on the SAR list, it doesn't necessarily mean that they are a "safe" person to be around; if someone is on the SAR list, they may not be unsafe to be around. How do we deal with that?

John: So, if the duty of the Personnel Committee is to report on whether full background checks are required by law-- the answer seems to be no.

Zale: Is it allowable to prohibit *all* people on SAR, without taking into account any possible mitigating circumstances?

Action item: Ani will contact Melissa to ask if it is appropriate to use the SAR check in a blanket way-- if you're on the list, you can't volunteer, cut and dry.

Action item: Policy from last month to be re-written to pertain to just potential hires, not volunteers. All pending employees shall have criminal backgrounds checked when an offer is made for employment. This extends to all current employees to catch everyone up. Zale will bring this to the Jan PC meeting, which will conveniently prior the Jan Board meeting.

Ani will provide information to staff regarding criminal background checks, and our obligations vis-a-vis this meeting-- that is, we (the personnel committee) was confused about our mandate, and we have since attained greater clarity.

We adjourn at 8 pm.

Next meeting will be Monday, January 9th, 6 pm