

## VOLUNTEERS AND MEMBERS WITH CRIMINAL RECORDS POLICY

### Policy:

1. For certain positions within Judo Alberta, a Criminal Record Search will be required as one element of the screening policy. People applying for and undertaking these positions will be subject to initial and ongoing screening and supervision.
2. These positions include, but are not limited to, positions with Judo Alberta executive committee and coaching staff; as well as any Judo Alberta designated chaperone who travels with the team, which has athletes under the age of 18 years on it, to activities such as tournaments, training camps, kata clinics and referee development.
3. Judo Alberta will not discriminate against any person on the basis of these grounds (age, race, sex, marital status, etc) unless there is a bona fide reason related essentially and explicitly to the position being applied for.
4. In general, individuals with Criminal Code convictions on the Canadian Police Information Centre, for certain offences or charges pending for certain offences may not be accepted for certain positions and shall be determined in the sole discretion of Judo Alberta on an individual basis. **These offences include, but are not limited to:**
  - Sexual assault
  - Current prohibitions or probation orders forbidding the individual to have contact with children under the age of 14
  - Criminal offenses for child abuse.
  - Convictions or charges pending that are revealed through CPIC for criminal driving offences,
  - Intent to traffic in illegal substances
  - Possession of other illegal substances convictions

Applicants may be rejected as a result of other information gained during the criminal records check process or through the screening process as a whole, or as a consequence of other factors. The applicant has the right to appeal any decision pursuant to the Bylaws of Judo Alberta.

A current criminal record check must be submitted to Judo Alberta once every three years. It should be noted that every staff member or volunteer, once accepted, is obliged to inform the Association President if he or she is charged, tried or convicted of any offence under the Criminal Code or under other provincial or federal statutes, if that offence relates to a position of trust held by the individual.

Judo Alberta highly recommends that all member clubs enforce a Criminal Records Check policy.