



Background Check Policy

Purpose

River Valley Riders is committed to creating a safe environment for children and adults with special needs to participate in equine assisted activities and therapies. We have a heightened awareness of the risks associated with individuals working with children and adults with special needs. We are committed to protecting participants from individuals who may abuse their authority to commit sexual, physical, mental or emotional abuse. Background checks are one strategy we use to ensure safety for our participants.

Policy

River Valley Riders' policy is to conduct background checks on all new staff, volunteers, and board members. The background checks will be repeated every three years.

Automatic disqualification

River Valley Riders will not knowingly permit any person who has been convicted of, has pleaded guilty to, has pleaded no contest to, or has been adjudicated for any of the following crimes within the past 10 years to serve in any position for the organization:

- Any crime against children
- Any sex crime
- Any violent crime
- Felony offenses against persons
- Felony offenses against a family member
- Crimes involving public indecency
- Crimes involving the use of weapons

Possible disqualification

For all other criminal offenses for which a person has been convicted, has pleaded guilty, has pleaded no contest, or has been adjudicated, and for all criminal offenses listed above which occurred more than 10 years ago, River Valley Riders will review the person's situation on a case-by-case basis. River Valley Riders has discretion to decide whether to permit the person to serve in any position for the organization. The factors River Valley Riders will consider include, but are not limited to:

- The nature and severity of the criminal conduct
- The position the person seeks within the organization
- The length of time since the criminal conduct occurred
- The circumstances under which the crime was committed
- The degree of rehabilitation that has occurred
- The likelihood that the person will commit the crime again
- The number of crimes committed by the person