



Environmental Traveling Companions Criminal History Record Check Policy

Environmental Traveling Companions is committed to providing high quality participant experiences. To achieve the above, Environmental Traveling Companions may conduct a criminal history record check for applicants for volunteer and paid positions. Criminal history record checks will also be conducted as required to comply with laws or regulations.

A conviction for a criminal offense will not automatically disqualify an applicant for a position with Environmental Traveling Companions. Applicants' criminal history records will be evaluated in the following contexts:

- The nature and gravity of the offense or conduct
- The time that has passed since the offence or conduct
- The nature of the job held or sought

Applicants for employment or volunteer service with Environmental Traveling Companions must sign an the Environmental Traveling Companions Authorization for Criminal History Record Check permitting the organization to initiate criminal history record checks required by this policy.