

Ronald McDonald House Charities of Nashville, TN, Inc.
Background Check Policy
July 1, 2016

As a non-profit, we value the safety of the families we serve, our staff members, and our volunteers. We are committed to taking prudent measures to safeguard people and assets from potential harm. Therefore, Ronald McDonald House Charities of Nashville, TN, Inc. (RMHC) has implemented a policy requiring criminal background checks for all staff members, volunteers, and Guest Applicants, who are at least eighteen years of age. All third-party contractors with unsupervised access to RMHC are required to pass their employers' background check before providing service to RMHC. If a third-party contractor does not require employee background checks, (or such background checks do not meet RMHC's requirements), RMHC may in its sole discretion elect either to absorb the cost of conducting background checks or to refrain from doing business with the contractor.

RMHC reserves the right, to be exercised in RMHC's sole discretion, to refuse admittance to any person with a criminal conviction. RMHC will obtain criminal background check authorizations from potential staff members, volunteers, and adults requesting temporary residence. Any person who refuses to allow RMHC to conduct a criminal background check forfeits eligibility to enter RMHC property.

RMHC reserves the right, to be exercised in RMHC's sole discretion, to refuse admittance to any Guest Applicant. RMHC will not admit any individual who provides false, incomplete, or misleading information during the criminal history background check. RMHC reserves the right, to be exercised in RMHC's sole discretion, to expel a Guest for any inappropriate, irresponsible, or criminal behavior that takes place while temporarily residing at the House.

If a Guest Applicant is denied admittance based upon his or her reported criminal history, the individual will be notified of the basis for the decision and provided contact information for the reporting agency.

Privacy

The privacy of the information obtained by RMHC through the background check will be maintained. Personal information required to complete the background check form is provided solely to the third-party screening service with consent from each individual applicant. The information obtained during the background check process will be used by RMHC staff to determine whether to grant access to our facilities, and will be shared only with those partnering individuals or entities that RMHC deems necessary to review that information, such as the referring hospital's social worker, and as required by law.

Cost

RMHC will conduct background checks for potential staff, volunteers and Guest Applicants at its expense. If RMHC chooses to conduct business with a company that does not conduct adequate background checks of its employees, RMHC will conduct background checks, at its expense, for those employees who will have unsupervised access to RMHC.

Individuals who have been convicted of any of the following will be denied access to Ronald McDonald House Charities of Nashville:

DENIAL:

Crimes against children - Including, without limitation, the physical abuse, physical neglect, emotional maltreatment, or sexual abuse of a child

Sexual Predator Crime or Registered Sex Offender - Including, without limitation, rape, molestation, sexual abuse/battery, voyeurism, stalking, or public indecency

Domestic Violence

Manslaughter, Murder

Kidnapping - Abduction, false imprisonment, capture or seize

Arson - Pyromania, incendiarism or torching

Felony Assault/Battery - physical harm to another person

Terrorism

Human Trafficking

DENIAL FOR FIVE YEARS FROM DATE OF CONVICTION:

Fraud - Embezzlement, deceit, deception

Vandalism - Damage to public or private property

Felony Theft - Including, without limitation, robbery, larceny, carjacking, burglary, receiving, etc.

Sex Trafficking

Prostitution

Soliciting Prostitution

Drug related crimes

Misdemeanor battery

RMHC does not take an individual's past arrest record into account when making decisions. RMHC may consider an arrest for which proceedings have not been resolved when determining eligibility for temporary residency or other entrance to the property. RMHC reserves the right to refuse admittance to anyone convicted of any crime RMHC believes, in its sole discretion, has the potential to put the safety and health of Guests at risk. The above list is not exhaustive and is intended to encompass related crimes and crimes designated differently in certain jurisdictions.