



SECTION:	Human Resources General	APPROVAL DATE:
SUBSECTION:	Personnel Record Checks	June 6, 2005
POLICY NAME:	Criminal Reference Checks	LAST REVISED:
POLICY NUMBER:	APP.HRG.G.5	June 6, 2005

CRIMINAL REFERENCE CHECKS

If required by the Board, the successful Bidder covenants and agrees to provide the Ontario Education Services Corporation, or such other entity as the Board may designate, with consent to perform a police record check every three years covering offences under the Criminal Code, the Controlled Drugs and Substances Act and any other offences which would be revealed by a search of the automated Criminal Records Retrieval System maintained by the RCMP ("Police Record Check") for every individual or employee of the successful Bidder who may come into direct contact with pupils on a regular basis at a school site of the Board.

The successful Bidder covenants and agrees that prior to coming into direct contact with pupils on a regular basis at a school site of the Board, every individual or employee performing services for the Bidder must receive an Identification Card issued by the Ontario Education Services Corporation.

For the purposes of this Request for Proposal/Tender/Quotation, the Board shall determine in its sole and unfettered discretion whether an individual or employee of the successful Bidder be deemed to come into direct contact with pupils on a regular basis.

The successful Bidder further acknowledges and agrees that the contract between the Board and the successful Bidder to be entered into pursuant to the terms hereof shall contain provisions of indemnification and provisions allowing the Board to terminate same in the event the successful Bidder fails to obtain or renew Identification Cards for every individual or employee who may come into direct contact with pupils on a regular basis at a school site of the Board prior to the occurrence of such possible direct contact.