

Should we be doing background checks on our seasonal employees?

Background checks are an increasingly common part of the hiring process. The difficulty is determining how much and who to check. Generally speaking, the level of background checking should be proportionate to the level of risk. For seasonal volunteers and temporary employees, a good first step is to begin participating in the Vulnerable Populations Program sponsored by the Vermont Crime Information Center (VCIC). VCIC is part of the Department of Public Safety and allows qualified entities, such as municipalities, to request record checks on employees or volunteers that provide care to vulnerable populations (children, the elderly, or individuals with disabilities). Record checks may only be requested after an offer conditioned upon a successful record check has been made, and may only be requested on applicants and not current employees or volunteers.

VLCT encourages municipalities to consider utilizing VCIC's Vulnerable Populations Program. Additional information is available at www.dps.state.vt.us/cjs/vcic.

- Dominic Cloud, Director, Municipal Assistance Center

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