



# 7 Things You Need to Know About Volunteer Background Screening



# Today's Presenter



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# In The News...It's Happening Now!

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## VIOLENT SEX OFFENDER ARRESTED AFTER VOLUNTEERING WITH KOKOMO GIRL SCOUTS, ENTERING ELEMENTARY SCHOOL



## Former volunteer accused of stealing nearly \$30K from Red Cross

Karen Grayson charged with theft

UPDATED 7:07 PM CST Jan 14, 2016

## Some not surprised by child porn charges against school volunteer



## Principles in Conflict: Nonprofit Hotline's Failure to Run Background Checks Comes Under Fire

By SHEELA NIMISHAKAVI | June 8, 2016

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## Church volunteer arrested on child molestation charges

Some...  
with each other.

A 47-year-old nonprofit in Lansing, Michigan is... free registered sex offenders to serve as crisis line volunteers, one in a leaders... ty. While the organization, **The Listening Ear**, has had a policy of "accepting all individuals for who they are now, and not who they have been in the past," according to its media liaison Carly Geraci, they are now adopting "best practices" that include a background check on all volunteers.

## Volunteered arrested for stealing from Las Vegas non-profit



LAS VEGAS, N.M. (KRQE) – A volunteer with the Zoe Pregnancy Center in Las Vegas was arrested Friday for burglary after staff say he made off with a major donation.

These headlines are concerning!  
Please tell me, what are the 7 important  
things I need to know?



# 7 IMPORTANT THINGS

7. Screening & Vulnerable Populations

6. Perception vs. Reality

5. More Screening Products

4. 3<sup>rd</sup> Party Providers

3. The FCRA & Volunteers

2. Screening & Insurance Premiums

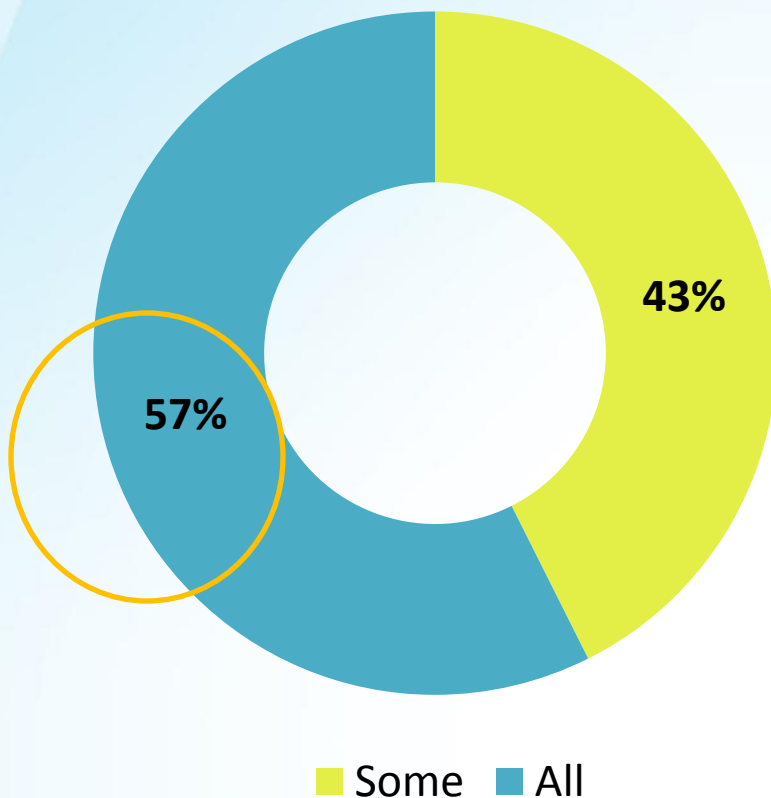
1. Budget Challenge



## 7. Screening & Vulnerable Populations

# Screening Not Just For Vulnerable Populations

57.4% organizations conduct background checks on **all** volunteers before they are brought on board



# 78%

of Youth Development/  
Mentoring  
Organizations conduct  
background checks on  
*all* volunteers.

They lead the pack  
when it comes to  
setting a higher  
screening standard.

## 6. Perception vs. Reality



# Perception Doesn't Always Match Reality

## Nationwide / Multistate Database Searches

- ✓ Inaccurate
- ✓ Stale
- ✓ Incomplete



## 5. More Screening Products

# Perception Doesn't Always Match Reality

## Fingerprinting

### ✓ FBI's National Crime Information Center

- Outdated due to backlogs and errors



# When It Comes To Screening, More Is Better

## ✓ Never rely on one source of information

- Primary source – current county and state and local arrest records and sheriffs' offices
- Nationwide
- Dru Sjodin (NSOPW)
- Advanced Authentication
- References
- Credit checks
- MVRs (driving records)

## ✓ And never consider screening one and done

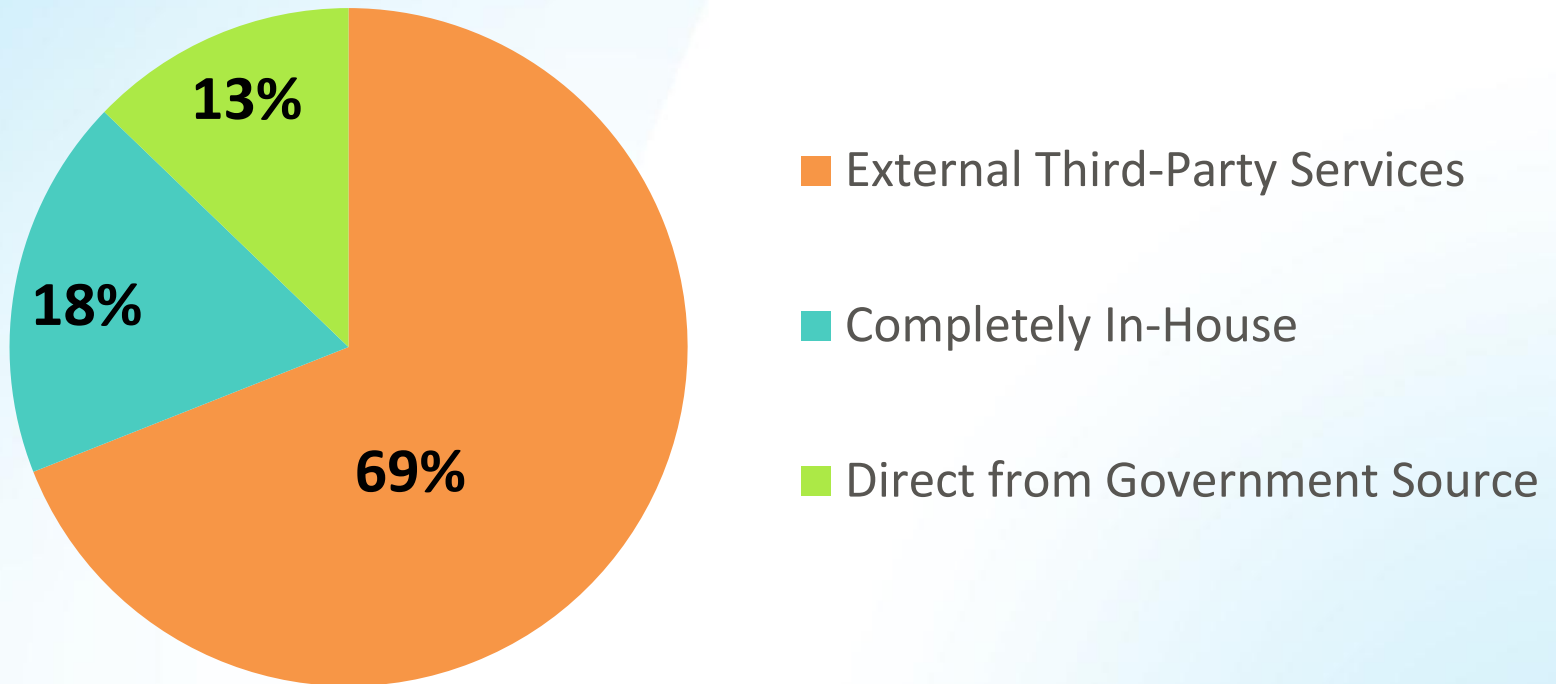
- What's your rescreening policy?



## 4. 3<sup>rd</sup> Party Providers

# Outsourcing Is The Way To Go

How are your background checks conducted?

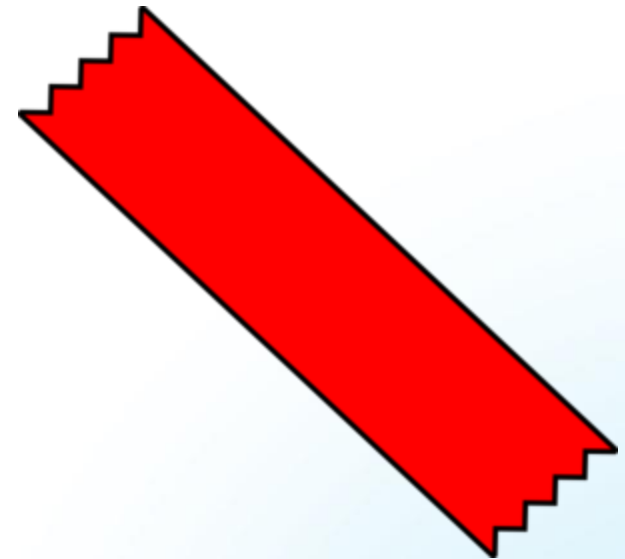




# Outsourcing Is The Way To Go

## Use a third party to

- Relieve administrative burden
- Get the job done more quickly and without as much stress, red tape, and bureaucracy
- Feel confident that you are FCRA compliant – and compliant with constantly changing state legislation
- Reduce liability should something go wrong



## 3. The FCRA & Volunteers

## Volunteers should be treated as employees for purposes of the FCRA

✓ Get background information from a company in the business of compiling background information? You need...

- Consent
- Disclosure
- Pre-Adverse Action Notification
- Post-Adverse Action Notification
- Permissible Purpose

What does all this even mean?

# The FCRA Applies to Volunteers

- ✓ Don't get hit with a lawsuit...
- ✓ Virginia little league volunteer, Robert Taylor vs. Westmoreland County Little League
- ✓ Countless companies like
  - AutoZone
  - Home Depot
  - Whole Foods
  - Disney
  - Domino's
  - The list goes on...



## 2. Screening & Insurance Premiums

# Insurance Is No Longer “Check the Box”

## ✓ Changes in the umbrella liability insurance market...





# Insurance Is No Longer “Check the Box”

## Our clients report the following on insurers:

- Newly required background screening
- New and expanded questions in underwriting forms around volunteer background screening
- Higher premiums without strong volunteer background screening practices
- Some specialty liability coverages denied at any price without volunteer background screening

# 1. Budget Challenge

# There's A Budget Solution

## ✓ Budget is a challenge

- Causing organizations to get low quality checks or skip rescreening

## ✓ Consider these facts

- Screening saves your organization in terms of insurance premiums, fraud, theft and more
- Volunteers are usually willing to help
  - Take a look at volunteer contributions
- Your volunteer ROI



# VV is Here to Support Diabetes Camps

- ✓ Trusted resource and tailored to the service sector – Understand pain points
- ✓ Quality and Accuracy
- ✓ Secure and FCRA Compliant
- ✓ Easy Ordering and Administration
- ✓ Monthly Monitoring – 12 checks for price of 1
- ✓ Customized Payment Options save financial resources
- ✓ Free Management Software
- ✓ Dedicated Customer Service Advocates
- ✓ Volunteer Community
- ✓ Employee screening (SterlingBackcheck platform)

