

SCHENECTADY LIGHT OPERA COMPANY
427 Franklin Street
P.O. Box 1006
Schenectady, New York 12301

BACKGROUND SCREENING POLICY

In the event that an individual discloses a conviction or guilty plea to a crime within ten (10) years, the Board of Directors reserves the right to request additional information from that person. In this instance, the Board of Directors may require said individual to agree to a background clearance.

The background screening process will consist of the completion of an Authorization and Consent for a Background Check. Results will be processed through ChoicePoint National Criminal File and will be submitted to the Board President or an appointed member of the Board of Directors. All results will be secured in a locked file with limited access. Individuals who have been convicted of a crime within ten (10) years, or who have plead guilty to a crime within ten (10) years, will be reviewed by the Board of Directors on a case by case basis. Determinations will be made as to whether or not the individual should have continued involvement at SLOC. This policy remains in effect to ensure the personal safety of individual performers, production team members, volunteers, and company members – with a special emphasis on the safety of minors.

It shall be the policy of Schenectady Light Opera Company that no relationships shall be entered into or maintained, on a hired or volunteer basis, with any identified registered sexual offender of any level.

Adopted 4.18.11