

**Volunteer Policy**  
**Town of Seabrook**  
**Recreation Center**

A Criminal Background Record Check is required of all staff and any person interested in volunteering for the Town of Seabrook's Recreation Department. Background checks will be conducted annually, and the cost will be absorbed by the Town of Seabrook. Background checks will include both National and State of N.H. checks.

All background checks will be required of a program that meets the following definition:

- It has been developed by experts in the field to impart a specific skill in a logical progression of increasing difficulty over a period of 3 or more consecutive days; and
- Is taught by at least one instructor who is knowledgeable and experienced in the skill being imparted.

However, the Town of Seabrook's Recreation Dept. will continue its policy of background checking all volunteers and staff who may be left alone with a child/children regardless of the length of the program, the program's content or any other factor.

All volunteers and staff under the age of 18 who may be left alone with a child/children and are working in a program that fits the definition above will be required to provide us with three references, at least two of which are not family members.

A person shall be disqualified and prohibited from serving as a volunteer if the person has entered a Guilty Plea, entered a No Contest plea, has been adjudicated chargeable, has had his/her case placed on file, or been convicted of the following crimes:

*This recommendation does not apply if criminal charges resulted in acquittal, Nolle Prose, or dismissal*

**SEX OFFENSES**

All Sex Offenses – Regardless of the amount of time since offense.

Examples include: child molestation, rape, sexual assault, sexual battery, sodomy, prostitution, solicitation, indecent exposure, etc.

**FELONIES**

All Felonies involving violence – Regardless of the amount of time since offense.

Examples include: murder, manslaughter, aggravated assault, assault, kidnapping, armed robbery, aggravated burglary, etc.

All Felony offenses other than violence or sex within the past 10 years.

Examples include: drug offenses, theft, embezzlement, fraud, child endangerment, etc.

MISDEMEANORS

All misdemeanors involving violence within the past 7 years.

Examples include: simple assault, battery, domestic violence, hit & run, etc.

All misdemeanor drug & alcohol offenses within the past 5 years or multiple offenses in the past 10 years.

Examples include: driving under the influence, simple drug possession, drunk and disorderly, public intoxication, possession of drug paraphernalia, etc.

Any other misdemeanor within the past 5 years that would be considered a potential danger to children or is directly related to the functions of that volunteer.

Examples include: contributing to the delinquency of a minor, providing alcohol to a minor, theft – if person is handling monies, etc.

PENDING CASES

Anyone who has been charged with any of the disqualifying offenses cited above or for cases pending in court shall not be permitted to volunteer or allowed to continue volunteering until the official adjudication of the case.

BOARD OF SELECTMEN:

\_\_\_\_\_  
Raymond Smith, Chairman

\_\_\_\_\_  
Aboul B. Khan

Date: \_\_\_\_\_

\_\_\_\_\_  
Theresa A. Kyle