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| KBOO Radio Policy | Background Checks | Rev. Date: 7-24-17 |
| POLICY #I.C.17 (formerly #72) | | Approved by: Board of Directors |

KBOO performs full background checks, including checks to the national sex offenders registry, on all regular and contract employees, and on paid interns. Full background checks will also be made on personnel already employed by KBOO at the passage of this policy.

KBOO also checks all volunteers against the national sex offenders registry, and performs full background checks on volunteers in certain positions, including financial, driving, and youth-supervising positions.

As regards employees and paid interns, KBOO will perform the checks on those paid by another organization if that organization does not do so.

KBOO assesses backgrounds on a case-by-case basis. In determining whether the offense may result in denial or discontinuation of employment status, KBOO considers the nature and gravity of the offense, the lapse of time since the conviction or listing on the registry, and the nature of the job in question as it relates to the nature of the offense committed.