



APPLICANT FACT SHEET

POLICE RECORD CHECKS

FOR INDIVIDUALS SEEKING EMPLOYMENT

OR FOR

VOLUNTEER PURPOSES

The Midland Police Service will complete a Police Check on a potential candidate for employment or volunteer duties when:

1. You reside within the jurisdiction of the Midland Police Service.
2. You have signed the required consent forms.
3. The requesting agency plays an integral role in the initial stages of the hiring process. Even before an individual applies for a Police Record Check, the agency should:
 - a) Complete an initial review for suitability and be considering you for an employment or volunteer opportunity.
 - b) Understand its obligation under the *Human Rights Code* with respect to evaluation, hiring and training volunteers or employees and what constitutes a bona fide reason for refusing to hire any individual or volunteer.
 - c) Determine that if a Police Vulnerable Sector Check is required, it is done so only for the purpose of assisting the Agency to determine your suitability for employment and/or volunteer duties responsible for the well-being of persons who, because of their age, disability or other circumstances are at a greater risk than the general population.

The Midland Police Service provides three levels of Police Record Checks:

1. Police Criminal Record Check (PCRC)
2. Police Information Check (PIC)
3. Police Vulnerable Sector Check (PVSC)

Police Criminal Record Check

This check is intended for applicants who are involved as a volunteer, employee or in any situation where a basic Police Criminal Record Check is requested. This check is NOT intended for applicants who are seeking volunteer and/or employment with vulnerable persons.

A Police Criminal Record Check WILL include:

- Criminal convictions from the Canadian Police Information Centre (CPIC) and or/local databases.
- Summary convictions, for five years, when identified,
- Findings of Guilt under the *Youth Criminal Justice Act* within the applicable disclosure period.

A Police Criminal Record Check WILL NOT include:

- Outstanding entries, such as charges and warrants.
- Absolute and Conditional Discharges.
- Current judicial orders, including Peace Bonds, Probation and Prohibition orders under the *Criminal Code of Canada*.
- Convictions where a record suspension has been granted.
- Convictions under provincial statutes.
- Local Police contacts.
- Ministry of Transportation information.
- Special Interest Police (SIP) category of CPIC.
- Family Court Restraining Orders.
- Foreign information.
- A Vulnerable Sector (VS) Query to ascertain if the applicant has been convicted of and granted a record suspension for any of the sexual offences that are listed in the schedule to the *Criminal Records Act (CRA)*.
- Any reference to incidents involving mental health contact.
- Diversions will not be released as police contact and no reference to the occurrence is permitted 9CC S. 717.4)
- *Youth Criminal Justice Act (YCJA)* information beyond applicable disclosure period.
- Any reference to contagious diseases.
- Dispositions including, but not limited to, Withdrawn, Dismissed, and cases of Not Criminal Responsible by Reason of Mental Disorder.

Police Information Check

This check is intended for applicants who are seeking volunteer and/or employment with agencies who require a Police Criminal Record Check. The agency has determined that a search of the sex offenders with a record suspension is NOT required (e.g.) border crossing or visa), therefore, this check is NOT intended for applicants who are seeking volunteer and/or employment with vulnerable persons.

A Police Information Check WILL include:

- Criminal convictions from the Canadian Police Information Centre (CPIC) and or/local databases.
- Summary convictions, for five years, when identified.
- Findings of Guilt under the *Youth Criminal Justice Act* within the applicable disclosure period.
- Outstanding entries, such as charges and warrants, judicial orders, Peace Bonds, Probation and Prohibition Orders.
- Absolute and Conditional Discharges for 1 or 3 years respectively.
- Family Court Restraining Orders.

A Police Information Check WILL NOT include:

- Convictions where a record suspension has been granted.
- Convictions under provincial statutes.
- Local police contact.
- Ministry of Transportation information.

- Special Interest Police (SIP) category of CPIC.
- Family Court Restraining Orders.
- Foreign information.
- A Vulnerable Sector (VS) Query to ascertain if the applicant has been convicted of and granted a record suspension for any of the sexual offences that are listed in the schedule to the *Criminal Records Act* (CRA).
- Any reference to incidents involving mental health contact.
- Diversions will not be released as police contact and no reference to the occurrence is permitted 9CC S. 717.4)
- *Youth Criminal Justice Act* (YCJA) information beyond applicable disclosure period.
- Any reference to contagious diseases.
- Dispositions including, but not limited to, Withdrawn, Dismissed, and cases of Not Criminal Responsible by Reason of Mental Disorder.

Police Vulnerable Sector Check

This check is restricted to applicants seeking employment and/or volunteering in a position of authority or trust relative to vulnerable persons in Canada only. It is a collection of offence information including convictions for which the individual has received a record suspension where authorized by the Minister of Public Safety and Emergency Preparedness. Non-conviction information shall be released only when it meets the Exception Disclosure Assessment.

A Police Vulnerable Sector Check WILL include:

- Criminal convictions from the Canadian Police Information Centre (CPIC) and or/local databases.
- Summary convictions, for five years, when identified.
- Findings of Guilt under the *Youth Criminal Justice Act* within the applicable disclosure period.
- Outstanding entries, such as charges and warrants, judicial orders, Peace Bonds, Probation and Prohibition Orders.
- Absolute and Conditional Discharges for 1 or 3 years respectively.
- In very exception cases, where it meets the Exceptional Disclosure Assessment, non-conviction dispositions, including but not limited to, Withdrawn and Dismissed.
- Not Criminal Responsible by Reason of Mental Disorder.
- All record suspensions as authorized for release by the Minister of Public Safety.

A Police Vulnerable Sector Check WILL NOT include:

- Convictions under provincial statutes.
- Local police contact.
- Ministry of Transportation information.
- Special Interest Police (SIP) category of CPIC.
- Family Court Restraining Orders.
- Foreign information.
- Any incidents involving mental health contact.
- Diversions will not be released as police contact and no reference to the occurrence is permitted 9CC S. 717.4)

- *Youth Criminal Justice Act* (YCJA) information beyond applicable disclosure period.
- Any reference to contagious diseases.

Verification of Criminal Record (Self-Declaration or Fingerprints)

There are two methods for verification of a Criminal Record; either through the submission of fingerprints or by (self) declaration

Verification of a Criminal Record is a process where the you may declare your adult criminal record convictions to the police service.

Do NOT declare:

- A conviction for which you have received a pardon.
- A conviction where you were a ~~young~~ young person+.
- Absolute or Conditional Discharges.
- Any offences where you were not convicted.
- Provincial or municipal offences.
- Any charges dealt with outside of Canada.

The Midland Police Service will confirm if the information matches a criminal record contained within the RCMP National Repository of Criminal Records. If the Service is not satisfied that your declared criminal record information is a match to a Criminal Record held at the repository, fingerprints are required.

Requirement for Fingerprints

Criminal Record:

If the Midland Police Service is not satisfied that your self declaration is a match to a criminal record held at the Criminal Record Repository, your fingerprints must be submitted to the RCMP.

Vulnerable Sector:

If you are applying to work in a paid or volunteer position where you will be in contact with children or vulnerable persons, you may be required to submit fingerprints to verify whether there is a criminal record, including whether you have been pardoned for a sexual offence contained within the RCMP National Criminal Records Repository.

Release of Completed Police Record Check

Police Criminal Record Check and Police Information Check:

The Midland Police Service will provide the results of a completed Police Criminal Record Check and Police Information Check only to you, the applicant.

It is your decision to discuss the results of a Police Record Check with the Agency where you want to work or volunteer. The role of the Service is to provide you with the results of the Police Record Check. The Agency is responsible for determining your suitability for the position.

Police Vulnerable Check:

The Midland Police Service will complete a Vulnerable Sector Check based on your name and date of birth, as well as gender and date of birth. If no record is found, a completed Police Vulnerable Sector Check will be provided to you, the applicant.

If the Vulnerable Sector Search is inconclusive, a fingerprint based search will be required. If the RCMP confirms that you have a sex offence with a record suspension, the information will be forwarded to the Minister of Public Safety to authorize disclosure of all or part of the information contained in your file. When the information is authorized for disclosure by the Minister, the criminal record associated with your fingerprints will be returned to the Midland Police Service and will include the sexual offence with a record suspension information. At this point, the Service will be required to obtain your consent in writing for disclosure of the record(s). When you have signed the form giving consent to release the record(s), the Service must forward the information to the requesting agency (employer or volunteer agency).

If you, the applicant, choose not to disclose your record(s), the Service will contact the requesting agency in writing, indicating that the Service was unable to complete the Police Vulnerable Sector Check.

Reconsideration Request Process

If you wish to request reconsideration on any information disclosed on the Police Vulnerable Sector check, you may apply in writing to:

Midland Police Service
P.O. Box 86
Midland, ON L4R 4K6
Attention: Record Services

You may also refer to the Midland Police Service website at www.police.midland.on.ca for further information regarding the Police Check process.