



## POLICE CLEARANCE & BACKGROUND CHECK GUIDELINES

### PURPOSE:

Asian Hope believes that all children and young people are created in the image and likeness of God and as such have tremendous inherent value that requires those in positions of authority and influence to work to reasonably ensure their safety. It is Asian Hope's aim to protect the welfare of children and young people, whilst also ensuring the integrity of volunteers, staff, faculty, administrators and protecting the reputation of Asian Hope. Therefore, as part of this commitment, Asian Hope requires each extended visitor, volunteer, and staff with access to children under the care of Asian Hope to submit his/her police clearance certificate/personal background check for review.

There is no perfect or completely accurate system for verifying a person's internal integrity and criminal record. However, it is the organization's hope that these steps will deter those who might abuse children from working with Asian Hope.

### INTERNATIONALS:

- All extended visitors, volunteers and staff must submit a Police Clearance Certificate obtained from their home country before commencing their visit or work.
- If they have recently lived abroad from the home country they must additionally submit a Police Clearance from the country of their last residence.
- Additionally, they shall provide 3 reference letters and contact information. The references will include a personal, a professional and a spiritual relationship.

### NATIONALS:

- All National volunteers and staff will provide 4 character reference letters and contact information. The references will include a pastor, their commune leader, a professional reference and a personal reference.

### FINDINGS:

Anyone who is found to have a history of child abuse will be excluded from involvement and employment at Asian Hope.