**Tier 1 - Hiring and Screening Checklist**

*Note that all capitalized terms in this document refer to defined terms in the Implementation Guide.*

**Purpose**

Everyone plays a role in keeping sport safe and prioritizing the well-being of all *Participants*. This checklist outlines proper hiring and selection procedures of employees and volunteers within [INSERT NAME OF SPORT ORGANIZATION], which support the protection and prevention from *Maltreatment* and *Discrimination* of all *Participants*. The goal of this checklist is to ensure [INSERT NAME OF SPORT ORGANIZATION] is taking the appropriate steps to prioritize the safety of *Participants* by implementing and adopting clear and consistent hiring and volunteer selection practices.

**Criminal Background and Vulnerable Sector Checks**

Any employee, volunteer or other contracted individual who is participating or working in direct contact with *Minors* or *Vulnerable Participants*, must obtain a vulnerable sector check. At minimum, all *Participants* in a position of trust or authority must obtain a criminal background check before employment or involvement with the sport organization begins.

All *Participants* in a position of trust or authority are screened through employment history, reference checks, qualification reviews, and internet searches before employment or appointment begins.

**Safe Sport Registry**

All *Participants* in a position of trust or authority are searched on the [Canadian Safe Sport Program Public Registry](https://cces.ca/canadian-safe-sport-program-public-registry)\*.

\**It should be noted that the registry does not serve as an exhaustive list of current or past Sanctions and Provisional Measures.*

**Training and Orientation**

All new employees or volunteers must sign and fulfill the *UCCMS* Pledge.

All *Participants* in a position of trust or authority must complete safe sport *Education* and/or *Training* identified by [INSERT NAME OF SPORT ORGANIZATION], as needed and appropriate.

All *Participants* in a position of trust or authority must complete an orientation, including training on policies, procedures, expectations, and on-site job training as required, within the first two weeks of starting the position.

All new employees or volunteers understand and commit to the values and mission of [INSERT NAME OF SPORT ORGANIZATION].