Why an offender might not show up on a background check

- There may not be a registry or it may not be public
- The registry may be limited by offense or jurisdiction (may not include certain crimes (ie. possession of child sexual abuse material (CSAM))
- The registry could have a time limit, allowing offenders to drop off after a defined period of time
- Offender may have plead guilty to lesser charge
- Judicial reluctance to register younger or female offenders
YOUR ROLE IN SAFER HIRING

INTERVIEWING QUICK TIPS
What to ask

Cover all bases

- Run an Internet and social media search on the candidate’s name along with additional search terms “child protection” and “teacher”
- Ask professional references specifically about attitudes towards children and their safety
- If a candidate is screened out by a background check indicating offenses against children, the passport country should be notified

Warning signs

- Gender and/or age preferences
- Gaps in employment with no explanation
- Talking about children in an idealistic way
- Lack of professionalism
- Hobbies, activities, and social media presence particularly attractive to children

Hiring remotely?

- Physically check all documents
- Pay attention to photo, misspellings, and dates*
- Look at endorsements (for example, US passports indicate covered sex offenders.)
- Use a blacklight to verify watermarks

*Always check identity and ask applicants if they have been employed as an educator under another name.

Tell me about a time you reported suspicion or inappropriate student attachment?

Why are you relocating?

Explain relinquished or lapsed teaching credentials

Use experience questions (“tell me a time when”)

Have you ever been accused of a crime against a child?

Have you had regular contact with children outside of the classroom?

What are your attitudes around child protection and child rights generally?