Oh She Built That Volunteer Policy – As of 1 /21/2026

Oh She Built That

Volunteer Background Check Policy

Purpose

Oh She Built That is committed to providing a safe, supportive, and empowering environment for all participants. Because our programs primarily serve youth, we take reasonable steps to ensure the safety and well-being of students, families, staff, and volunteers.

This policy outlines when a background check is required for volunteers and the process used to complete that screening.

Who This Policy Applies To

This policy applies to all volunteers who work with or on behalf of Oh She Built That, including but not limited to:

- Program volunteers
- Classroom helpers
- Workshop assistants
- Mentors
- Regular or recurring volunteers

When a Background Check Is Required

A background check **is required** for volunteers who:

- Are **in person** at Oh She Built That programs **where children or youth are present**
- Have **direct or indirect interaction** with students
- Volunteer on a **recurring or ongoing basis** in programs serving youth

A background check **is NOT required** for volunteers who:



- Assist only at **events or activities where children are not present**
- Participate in **adult-only events**
- Volunteer in roles with **no contact** with youth (e.g., behind-the-scenes support, administrative tasks, event setup/teardown without youth present)

Oh She Built That reserves the right to require a background check for any volunteer role if circumstances change or if youth interaction becomes possible.

Background Check Provider

Oh She Built That uses **SafeScreener** to conduct volunteer background checks. SafeScreener provides nonprofit-friendly, secure screenings appropriate for volunteer roles involving youth.

Volunteers required to complete a background check will:

- Receive a link or instructions to sign up directly through SafeScreener
- Provide consent as part of the screening process

Cost of Background Checks

At this time:

- Volunteers are responsible for signing up for the SafeScreener background check when required for their role
- Oh She Built That may, at its discretion, cover the cost or provide assistance

We do not want cost to be a barrier to volunteering and encourage volunteers to reach out if support is needed.

Consent & Confidentiality

- All background checks require **written consent** from the volunteer
- Results are reviewed only by authorized Oh She Built That leadership
- Background check information is kept **confidential** and stored securely



- Results are used solely to determine volunteer eligibility

A prior conviction does **not automatically disqualify** a volunteer. Any findings are reviewed on a case-by-case basis, considering:

- Nature of the offense
- Time since the offense
- Relevance to the volunteer role
- Safety of students and program environment

Timing & Eligibility

- Background checks must be **completed and approved before** a volunteer begins any role that involves being around youth
- Volunteers may not participate in youth programs until screening is finalized
- Background checks may be required to be renewed periodically for ongoing volunteers

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Acknowledgement

All volunteers will be asked to acknowledge and agree to this policy as part of the volunteer onboarding process.