

Policy Code: 5016 Screening of School Volunteers

The school district will make every effort to obtain volunteers who contribute to the intellectual, physical and/or emotional progress of students and to the well-being of the schools and the volunteers themselves. Screening of volunteers is one method to help ensure that students, particularly, will be protected. The screening of volunteers is crucial due to the vulnerability of children. Screening helps to identify individuals who pose an unacceptable risk to the students, the school district or the members of the community. The objective of screening is to help the district select the best volunteers for available tasks in the district.

The school district believes that the level of screening should be dependent upon the task assigned to the volunteer, the supervision of the volunteer and the nature of the volunteer's contact with the students. The screening process will incorporate strategies to assess the individual volunteer's potential for contributing physical harm, emotional harm, theft of or damage to property and violations of confidentiality.

Screening will help the district:

- identify individuals who would create an unacceptable risk of being placed in certain situations;
- prevent the inappropriate placement of individuals;
- properly exclude dangerous individuals; and
- properly exclude individuals who would be considered not well-suited for a particular position.

School personnel responsible for screening volunteers will not construe this policy to ignore the rights of volunteers or to screen out people who are not dangerous but who may not meet some perceived ideal standard of a volunteer. The board extends its equal opportunity employment practices to volunteers and does not discriminate in the use of volunteers on the basis of race, sex, religion, ethnic origin, marital status, sexual orientation or handicapping condition.

The board expects individual schools to use responsible, reasonable ways to screen volunteers. Those schools that choose to develop screening guidelines different from those guidelines provided in the regulation to this policy must submit their guidelines to the superintendent's office for approval.

Legal References: [G.S. 115C-36, -47](#); [115C, art. 13](#)

Cross References: Parental Involvement (policy 1310/4002), School Volunteers (policy 5015)

Adopted: 5/6/99

Chapel Hill-Carrboro Schools
