

# BACKGROUND CHECK FAQ

## GENERAL

### **What can I tell somebody who doesn't understand the "why" behind background checks?**

- The safety of our attenders has always been one of the highest priorities of Bayside. A large portion of our volunteer base has had the background check requirement for over a decade. By extending this requirement to all volunteers, we are doing everything we can to assure the safety of everybody who walks through our doors.
- Background checks are a requirement at most organizations where youth and adults share a space.
- Bayside attenders already know of the outstanding culture we have but those who are considering church for the first time may be apprehensive to leave their kids with strangers. We know of people who came to Bayside for the first time because of our commitment to security.

### **What types of background checks does Bayside run?**

- There are many types of background checks but Bayside only runs criminal background checks.

### **Who must complete a background check?**

- All staff, volunteers, and contractors must submit to a background check.

### **What about contractors like plumbers, electricians, and others hired as vendors?**

- Before hiring, ask if they perform background checks on all employees. If they don't, hire somebody else if possible. If they are near kids, the kids should be moved if possible.

### **How often must a person be background checked?**

- Bayside runs continuous background checks that check the person daily. Because of that, once a person completes the form the first time, they won't have to do it again unless they stop serving for more than 9 months.

### **What is a continuous background check?**

- A normal background check only checks a person's background at the time the report is ordered. In the past we ran a background check every 2 years. If somebody committed a crime the day after the background check was run, we may not know about it for 2 years. A continuous background check runs daily. This allows us to learn and respond within days instead of years.

**What happens if somebody stops serving for a period of time?**

- If a person doesn't check in to serve at least once every 9 months, we will turn off their continuous background check and remove their valid background check result. This will not allow them to serve until they are background checked again.

**If they wish to start serving again, how do I request their background check be re-ran?**

- We may be able to simply turn the continuous background check back on. Submit an IT ticket with their name and link to their Planning Center profile. We will contact you with information.

**Can people complete a background check from another provider and show us the results?**

- No. Bayside runs continuous background checks. They happen daily. Because of this, they must be in our system.

**What about mission trips?**

- Starting with 2026 trips, all mission trip participants will go through the background check process as a part of their mission trip application.

**My ministry area utilizes volunteers who have recently completed their time in prison.**

- For those who went through a program with the Bayside Prison Ministry or other approved programs, there are limited opportunities to serve. Reach out to the background check coordinator at [background@mybayside.church](mailto:background@mybayside.church) for more information.

**What about those needing community service hours?**

- Our global facilities team can help individuals needing to complete community service hours to serve in a supervised position at a campus during the week when minors are not present. This is subject to their availability.
- Community Service Hours Opportunities- Manatee County  
[https://www.mymanatee.org/departments/neighborhood\\_services/probation\\_services/misdemeanor\\_probation/community\\_services](https://www.mymanatee.org/departments/neighborhood_services/probation_services/misdemeanor_probation/community_services)

**What about Freedom Weekend or other events where children aren't present?**

- We cannot guarantee that other events aren't taking place where children are not in the building. For that reason, we cannot permit serving unless all volunteers are background checked.

**How long must a person wait to serve if they were convicted of an offense?**

- A person must be clear of the justice system for 12 months prior to serving at Bayside

**What if a person is awaiting trial and it has been more than 12 months? Can they serve?**

- A person must be clear of the justice system for 12 months prior to serving at Bayside

**Does time served in jail or prison count toward the 12 months?**

- No. The 12 month clock starts once the person is free of the justice system. This includes court cases, jail time, community service, and probation.

**What about innocent until proven guilty? Shouldn't the person be allowed to serve until they are found guilty of a crime?**

- It's common in any organization to remove a person from their role until their legal issues are resolved. Bayside follows this same principle.

**Jesus forgives a person's sins. Why does Bayside hold a person's past against them by not allowing them to serve?**

- Everybody is welcome at Bayside, regardless of their past, but we live in a fallen world where the security of our attenders sometimes means not allowing people to serve for a period of time or, on rare occasions, indefinitely. We love them regardless of their past but must consider the safety of all of our attendees.

**Are exceptions made that allow somebody to serve if they don't pass the background check?**

- We always consider the person and the circumstances. On very rare occasions, we make exceptions.

**Can a campus pastor or other authorized staff member allow somebody to serve despite failing the background check?**

- No. Only HR can authorize exceptions.

**If the charges are dropped against a person, can they immediately serve?**

- No. Charges are dropped for a variety of reasons, some of which are not because they didn't commit the offense. We must see the dropped charges reflected on the background check and must meet with the person to decide if they are cleared to serve.

**Who can see the background check results?**

- Less than a handful of people at Bayside have access to the reports. Staff are not given specifics of what was found and reports are not saved in any Bayside system.

**What if somebody doesn't have a social security number?**

- We can run an international background check if a person is not from the United States.

**What if somebody refuses to provide their social security number on the background check form?**

- We cannot run the background check without the social security number. Because of that, the person cannot serve.

**I'm having trouble agreeing with Bayside's background check policy. What would you say to me?**

- Your manager or HR is a safe space to have this conversation. We encourage you to think like a parent. If you were to leave your child unattended with an adult you don't know, would you hope that Bayside did everything it could to assure your child's safety?

## CHECKR

### **Does Bayside run its own background checks?**

- No. Bayside partners with Checkr, one of the largest background check companies in the industry. Checkr has many background check products serving numerous industries.

### **How do we know that Checkr is keeping information private?**

- We've done thousands of background checks with this company since 2020. They have proven to be trustworthy and secure. We've had zero issues stemming from Checkr as it pertains to keeping user data safe. Checkr's privacy policy lays out how they use and retain information. We can send you the link upon request.

### **Why do they ask for a person's social security number?**

- The Social Security number is required to verify the person completing the check is who they say they are. Checkr, nor Bayside can see the number. It is encrypted and not visible to human eyes.

### **Does Bayside run a credit check using the social security number?**

- Checkr does a "soft pull" of the person's credit report to verify their identity. Any time you get one of those credit card offers in the mail, somebody most likely did a soft pull of your credit without your knowledge. **Nothing about a person's financial history is reported to us as part of the background check.**

### **A person is in the process of buying a home. Will the background check show up on their credit report?**

- No. Soft pulls on a person's credit history do not have any impact on a person's credit score in most cases and will never affect the person's credit score.. Soft pulls happen frequently without a person's knowledge.

### **Checkr's privacy policy states that it collects biometric, health, financial, family, employment, medical, and other information. Why does Bayside need that?**

- Checkr does not collect this information as part of their service to Bayside. Checkr has numerous products that Bayside does not use and as such, must include it in their general disclosures.