



CAMP RESOLUTE STAFF HIRING PROCEDURES

The following steps outline the hiring process of Camp Resolute:

Application is made to the Reservation Director

1. Completed current year staff application is sent and received by the Reservation Director
2. Three positive recommendations are received
3. Applicant is interviewed by the Reservation Director and leadership team members
4. Applicant is notified if he/she is being considered for a position
5. Applicant provides completed, signed CORI & SORI forms, Voluntary Disclosure Statement, as well as Boy Scouts of America membership application (if not already registered)
6. Background checks are performed according to the mandated policy of the Commonwealth of Massachusetts
7. The camp conducts a National Sex Offender Public Website at the conclusion of the interview.
8. Clear background check results indicate a possible move to the contract stage in the hiring process
9. Until background check results are received, or if the background results are not cleared, then the staff are not permitted to supervise campers, and procedures mandated by the Commonwealth or Massachusetts are followed
10. Seasonal work agreements are sent to applicants being offered a position on the camp staff by the Reservation Director
11. Completed seasonal work agreements and other required paperwork are returned to the camp to indicate your acceptance of the position offered

Prospective Staff Background Check Procedure

1. Applicant completes and submits the CORI, SORI and Voluntary Disclosure Statement forms
2. Background checks are performed in compliance with procedures mandated by the Commonwealth of Massachusetts
3. Results are received and reviewed by CORI authorized individuals at the camp's headquarters office
4. If the background check is clear, the hiring process continues
5. If the background check is not clear, the staff member involved will be notified and policies mandated by the Commonwealth will be followed. The staff member in question will not be permitted to be with the campers until either the matter is resolved, or it is determined that the staff member is not fit to work with children, in which case the hiring process will cease for them
6. The Reservation Director makes the final determination in hiring individuals

Screening Requirements for Year-Round Camp Staff

1. Year-Round Camp staff members will be required to complete and submit the CORI, SORI and Voluntary Disclosure Statement forms every 36 months.
2. The camp will perform a National Sex Offender Public Website check of all year-round employees every 36 months.
3. If the background check is clear, the employment with the camp continues
4. If the background check is not clear, the staff member involved will be notified and policies mandated by the Commonwealth will be followed. The staff member in question will not be permitted to be with the campers until either the matter is resolved, or it is determined that the staff member is not fit to work with children, in which case the employee will be removed from the camp.