

**Wilmington Youth Lacrosse Association**  
**P.O. Box 172**  
**Wilmington, MA 01887**



The following shall serve as the CORI Audit Guidelines and the Model CORI Policy for Wilmington Youth Lacrosse Association (WYLA) effective January 2, 2009.

## **Wilmington Board of Directors**

### **CORI AUDIT GUIDELINES**

- Signature required unless otherwise preempted by law
- Access to CORI is limited to the authorized personnel who have signed an AOND on file with the CHSB
- CORI must be shared with the applicant/employee/volunteer to whom it pertains upon request by the named individual. "Shared" includes the provision of a photocopy of the CORI
- CORI must not be disseminated to any other person or agency except as provided by law.
- CORI must be kept separate from any other personnel files. CORI must be secured in a locked file cabinet when not being inspected.
- CORI may be kept for up to three years post employment.
- Only most recent copy of the CORI is to be kept in the files at any one time.

Wilmington Youth Lacrosse Association  
P.O. Box 172  
Wilmington, MA 01887



## MODEL CORI POLICY

Where Criminal Offender Record Information (CORI) checks are part of a general background check for employment, volunteer work or licensing purposes, the following practices and procedures will generally be followed.

- I. CORI checks will only be conducted as authorized by CHSB. All applicants will be notified that a CORI check will be conducted. If requested, the applicant will be provided with a copy of the CORI policy.
- II. An informed review of a criminal record requires adequate training. Accordingly, all personnel authorized to review CORI in the decision-making process will be thoroughly familiar with the educational materials made available by CHSB.
- III. Unless otherwise provided by law, a criminal record will not automatically disqualify an applicant. Rather, determinations of suitability based on CORI checks will be made consistent with this policy and any applicable law or regulations.
- IV. If a criminal record is received from CHSB, the authorized individual will closely compare the record provided by CHSB with the information on the CORI request form and any other identifying information provided by the applicant, to ensure the record relates to the applicant.
- V. If the WYLA is inclined to make an adverse decision based on the results of the CORI check, the applicant will be notified immediately. The applicant shall be provided with a copy of the criminal record and the organization's CORI policy, advised of the part(s) of the record that make the individual unsuitable for the position or license, and given an opportunity to dispute the accuracy and relevance of the CORI record.

Wilmington Youth Lacrosse Association  
P.O. Box 172  
Wilmington, MA 01887



- VI. Applicants challenging the accuracy of the policy shall be provided a copy of CHSB's *Information Concerning the Process in Correcting a Criminal Record*. If the CORI record provided does not exactly match the identification information provided by the applicant, WYLA will make a determination based on a comparison of the CORI record and documents provided by the applicant. The WYLA may contact CHSB and request a detailed search consistent with CHSB policy.
- VII. If the WYLA reasonably believes the record belongs to the applicant and is accurate, based on the information as provided in section IV on this policy, then the determination of suitability for the position or license will be made. Unless otherwise provided by law, factors considered in determining suitability may include, but not be limited to the following:
- (a) Relevance of the crime to the position sought;
  - (b) The nature of the work to be performed;
  - (c) Time since the conviction;
  - (d) Age of the candidate at the time of the offense;
  - (e) Seriousness and specific circumstances of the offense;
  - (f) The number of offenses;
  - (g) Whether the applicant has pending charges;
  - (h) Any relevant evidence of rehabilitation or lack thereof;
  - (i) Any other relevant information, including information submitted by the candidate or requested by the hiring authority
- VIII. WYLA will notify the applicant of the decision and the basis of the decision in a timely manner.