

Child Sexual Abuse Prevention Applicant Screening Process – Red Flags

Application Red Flags

- Questions have been left unanswered such as criminal history
- Affirmative answers to criminal background or accusations of sexual misconduct including: sexual assault, violent crimes, crimes against children, violence against animals, DUI/DWI, substance abuse, domestic violence, sexual misconduct, behavior not becoming of a teacher
- Gaps in employment
- Frequent moves within the community
- Multiple moves across different states
- Job changes midway through the year or program duration
- Credentials that have been suspended or revoked
- References that do not include direct supervisors
- Providing only personal references instead of professional references (volunteers specifically)
- References that are not aligned with employment history—important references missing
- Hobbies or interests that are overly childlike in nature
- Spending excessive time with children rather than with adults
- Apparent fixation on working with a particular age range or gender
- Spending lunches or break time with kids rather than adult colleagues
- Inappropriate motives for working with kids

Interview Red Flags

- Gut feeling that something just isn't right, that you are not seeing the whole picture
- Multiple interviewers who found the same red flags
- Multiple interviewers who found a series of different red flags
- Shows lack of character: honesty, respect, integrity
- Shows lack of empathy or a sense of entitlement
- Shows inappropriate boundaries with children, parents, or colleagues
- Has no understanding of the need for boundaries
- Considers boundaries to be an inhibitor to building good relationships with kids
- Provides inappropriate responses to what-if scenarios
- Overemphasis on building relationships with parents
- Lacks good judgment in discipline methods and/or rewards
- Seems to want to be “friends” with kids
- Has an unhealthy demand for children to respect authority
- Shows a concerning response to your child sexual abuse prevention program
 - This could be a negative response or it could be an overly enthusiastic response

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Reference Check Red Flags

- Only able to provide written references, no one willing to talk with you
- References provide less than satisfactory feedback
- References have a very different impression of the candidate than he has of himself
- Reference job details do not agree with information provided on the application
- References are not willing to recommend them for rehire
- References respond to difficult questions with hesitation, ambiguity, or avoidance
- References are overly negative or positive
- Candidate seems too good to be true

Background Check Red Flags

- Background check turns up criminal history not disclosed on the application
- Candidate unable to provide a government ID and/or social security card for verification
- Candidate refuses to provide fingerprints
- Candidate shows up on the Sex Offender Registry
- Candidate shows up on the Child Abuse Registry
- Candidate shows up with a suspension or revocation of credentials on licensing database
- Candidate shows up with a negative record on a specific industry database
- Candidate has been previously dismissed or disqualified for employment by your organization
- Candidate has previously broken boundaries documented in your internal database
- Inappropriate information is found about the candidate via an internet search
- Candidate refuses to agree to recurring background checks
- Candidate pushes for employment to start before the results of their background check is received