

## First United Methodist Church Dothan Safe Sanctuaries Covenant

*FUMC Dothan is committed to providing a safe and secure environment for all children, youth, and volunteers who participate in ministries and activities. The following policy statements reflect our commitment to preserving this campus as a holy place of safety and protection for all who enter and as a place in which all people can experience the love of God.*

- Adult volunteers with children and youth shall always observe the “Two-Adult” rule so that no adult is ever alone with children or youth.
- To be considered an adult authority figure, volunteers with children and youth shall be at least 21 years old.
- Adult volunteers with children and youth shall participate in training regarding Safe Sanctuaries guidelines.
- Adult volunteers shall immediately report to church staff any behavior that seems abusive or inappropriate.
- Any adult who has been convicted of child abuse (sexual, physical, or emotional) cannot volunteer to work with children or youth in any church-sponsored activity.

Please initial each of the following statements with which you agree:

1. \_\_\_\_\_ I understand and agree to observe and abide by the Safe Sanctuaries Policy.
2. \_\_\_\_\_ I agree to the “Two Adult” Rule at all times.
3. \_\_\_\_\_ I agree to participate in Safe Sanctuary training.
4. \_\_\_\_\_ I agree to promptly report to church staff any abusive or inappropriate behavior that I may observe.

I have read the Safe Sanctuaries Policy and this Covenant, and I agree to observe and abide by the policies set forth above.

\_\_\_\_\_  
Signature of Staff/Volunteer

Date \_\_\_\_\_

\_\_\_\_\_  
Printed Full Name of Staff/Volunteer

## DISCLOSURE REGARDING BACKGROUND CHECK AUTHORIZATION

First United Methodist Church  
1380 W. Main Street, Dothan, AL 36301  
334-793-3555

**First United Methodist Church of Dothan** is committed to providing a safe, secure environment. This includes putting the right volunteers into the right positions within our organization and conducting background checks on them.

### **First United Methodist Church of Dothan Will Obtain a Background Check**

You acknowledge and understand that in connection with your volunteer application with First United Methodist Church (including any independent contract for services) or when deciding whether to modify or continue your ongoing involvement, we may obtain a “consumer report” and/or an “investigative consumer report” on you from PeopleFacts, a consumer reporting agency, or any third party, in strict compliance with both state and federal law.

### **Consumer Report Defined**

A consumer report is any communication of information by a consumer reporting agency bearing on your creditworthiness, credit standing, credit capacity, character, general reputation, personal characteristics, or mode of living which is used or expected to be used for purposes of serving as a factor in establishing your current and/or continuing eligibility for involvement. A common term for a consumer report is a “background check report.”

### **Investigative Consumer Report Defined**

An investigative consumer report is obtained through personal interviews with individuals who may have knowledge of your character, general reputation, personal characteristics, or mode of living. An investigative consumer report might include, for example, calls to the personal references you provide or conversations with former supervisors or colleagues where you worked.

### **Reports May Contain**

The consumer reports or investigative consumer reports may contain public record information that may be requested or made on you, including, but not limited to: consumer credit, criminal records, civil cases in which you have been involved, driving history records, current motor vehicle insurance coverage information, education records, previous employment history, workers compensation claims history, social security traces, military records, professional licensure records, eviction records, drug testing, government records, and others.

You further understand that these reports may include experience information along with reasons for termination of past employment. You also acknowledge and understand that information from various federal, state, local, and other agencies that contain information about your past activities will be requested and that a consumer report containing injury and illness, drug testing, or other medical records and medical information may be obtained only after a tentative offer of employment has been made.

### **Your Rights as a Consumer**

You are hereby notified that you have the right to make a timely request for a copy of the scope and nature of the above investigative background report and/or a complete copy of your consumer report contained in the PeopleFacts files at the time of your request by providing proper identification.

You are further notified that, prior to being denied a volunteer position based in whole or in part on information obtained in the consumer report, you will be provided with a copy of the report, the name, address, and telephone number of the consumer reporting agency and a description in writing of your rights under the Fair Credit Reporting Act. Correspondence to PeopleFacts should be forwarded to:

PeopleFacts | Consumer Relations | 4500 S. 129th East Avenue | Suite 132 | Tulsa, OK 74134  
1-800-600-8999 | [Support@PeopleFacts.com](mailto:Support@PeopleFacts.com)

## AUTHORIZATION TO OBTAIN BACKGROUND SCREENING

The following is accurate and complete information required for First United Methodist Church to request PeopleFacts to perform a background check on you and, in the process, obtain a complete consumer report about you:

Full Legal Name:<sup>[1]</sup><sub>[SEP]</sub> \_\_\_\_\_  
(First Name, Full Middle Name, Last Name)

All Previously Used Former or Other Names: (AKA, Maiden Names, Married Names, Surnames, Etc.) \_\_\_\_\_

Current Street Address: \_\_\_\_\_

City: \_\_\_\_\_ State: \_\_\_\_\_ Zip: \_\_\_\_\_

Prior Street Address 1: \_\_\_\_\_ Dates Resided Here: \_\_\_\_\_ to \_\_\_\_\_

City: \_\_\_\_\_ State: \_\_\_\_\_ Zip: \_\_\_\_\_

Prior Street Address 2: \_\_\_\_\_ Dates Resided Here: \_\_\_\_\_ to \_\_\_\_\_

City: \_\_\_\_\_ State: \_\_\_\_\_ Zip: \_\_\_\_\_

Prior Street Address 3: \_\_\_\_\_ Dates Resided Here: \_\_\_\_\_ to \_\_\_\_\_

City: \_\_\_\_\_ State: \_\_\_\_\_ Zip: \_\_\_\_\_

Current Email Address\*: \_\_\_\_\_ Gender\*\*: M / F Race\*\*: \_\_\_\_\_

Social Security Number: \_\_\_\_\_ Date of Birth\*\*: \_\_\_\_\_

Driver's License Number: \_\_\_\_\_ Issuing State: \_\_\_\_\_ Expiration Date: \_\_\_\_\_

**Your signature below indicates the following:**

- 1) You authorize, without reservation, PeopleFacts or any third party to obtain and/or furnish to First United Methodist Church any records or information referenced in the provided disclosure statement for volunteer-related purposes.
- 2) You authorize ongoing procurement of any records or information, reports, and records at any time during your relationship with First United Methodist Church to the extent allowed by law.
- 3) You authorize the use of a fax or photocopy of this authorization as having the same authority as the original.
- 4) You authorize and request, without reservation, any present or former employer, school, police department, financial institution, division of motor vehicles, consumer reporting agency, or other entity, person, or agency having knowledge about you to furnish First United Methodist Church and/or PeopleFacts with any and all background information in their possession regarding you for these stated employment purposes.
- 5) You understand and agree that in connection with your volunteer application consumer report information, whether investigative or otherwise, may be shared with and/or reviewed by all applicable parties involved in the hiring process.
- 6) You have read and fully understand the foregoing disclosure and this authorization.
- 7) You certify that all the information you have provided on this form is true, complete, correct, and accurate; and
- 8) You certify you have received, reviewed, and understand the "Summary of Your Rights under the Fair Credit Reporting Act (15 U.S.C. §1681 et seq.)" which is published by the Federal Trade Commission to help you know your rights.

Volunteer Signature: \_\_\_\_\_ Date: \_\_\_\_\_

*\*Your email address will be provided so that you can be notified when any adverse public record information is reported.*

*\*\* This information will be used for background screening and record-matching purposes only.*