



ICM LEARNING ACADEMY BACKGROUND CHECK POLICY

At ICM Learning Academy, the safety and well-being of our students is our highest priority. To ensure a secure learning environment, all employees and volunteers who have direct contact with students are required to undergo comprehensive background checks.

Employee Background Checks

- All employees, including teachers, administrative staff, and support personnel, must complete criminal background checks prior to employment.
- Background checks include a review of both state (Bureau of Criminal Investigation, BCI) and federal (FBI) criminal records.
- Subsequent checks are conducted every five years or as

required by Ohio law.

Volunteer Background Checks

- Volunteers who have direct or unsupervised contact with students are required to complete background checks, including BCI and FBI screenings.
- Background checks help ensure a safe environment for all students and are valid for a period of five years.

Commitment to Safety

ICM Learning Academy is committed to maintaining the highest standards of student safety. All background checks are conducted in accordance with Ohio law, and the school reserves the right to implement additional measures to protect students. For questions regarding our background check policy, please contact the school administration at icmlacademy@gmail.com