

Payson City Youth Worker Eligibility and Sex Offender Registry Checks

POLICY

It is the policy of Payson City to not employ or permit any individual to volunteer as a Youth Worker¹ if that individual or volunteer's name appears on the National Sex Offender Registry or Utah's sex, kidnap, and child abuse offender registry.

PURPOSE

To ensure the safety of minors served by Payson City, this policy establishes mandatory screening procedures for all individuals seeking employment or volunteer opportunities as a Youth Worker for Payson City.

GUIDELINES

1. Mandatory Registry Check

Payson City Shall not employ or permit any individual to volunteer as a Youth Worker until a registered sex offender check has been completed and reviewed by the Payson City Human Resources Department.

2. Information Required from Applicants

All prospective Youth Workers must provide their full legal name and a current, government-issued photo identification.

3. Disqualification

An individual shall not be employed or permitted to volunteer as a Youth Worker if their name appears on the National Sex Offender Registry or Utah's sex, kidnap, and child abuse offender registry.

4. Documentation and Confidentiality

All registry check results, and identification documents will be kept confidential and maintained in secure personnel files, accessible only by authorized HR personnel.

5. Enforcement and Non-Compliance

Any current employee or volunteer found to be noncompliant with this policy or later identified as a registered sex offender will be immediately removed from duties involving youth and may face termination and/or legal reporting.

¹ Youth Worker: any individual employed by or volunteering for Payson City who works directly with, supervises, or otherwise has access to minors.

Payson City

Youth Protection Training and Reporting

POLICY

Payson City shall provide and require all Youth Workers to complete training in sexual abuse identification and reporting prior to the Youth Worker's involvement with minors.

PURPOSE

To ensure the safety of minors served by Payson City, this policy establishes mandatory training for all individuals seeking employment or volunteer opportunities as a Youth Worker for Payson City.

GUIDELINES

1. Mandatory Training

All prospective Youth Workers must receive training in recognizing and reporting sexual abuse in youth service organizations and confirm that they understand that they are mandatory reporters.

2. Mandatory Reporting

Any Youth Worker who knows or reasonably suspects that a minor is being subject to abuse, neglect, or dependency must immediately report the information to the local law enforcement agency or The Division of Child and Family Services (DCFS). Internal reporting does not satisfy the legal obligation to report. Reports must be made directly to the authorities. Failure to report is a class B misdemeanor under Utah law and may result in termination from employment or volunteer status. Payson City will not retaliate against individuals who make good-faith reports.