



## **Hiring Policy**

### **Hiring Practices \***

#### **Job Postings**

Canoe Kayak Ontario (CKO) is committed to recruiting and selecting individuals who are the most qualified to perform the requirements of each position available.

Candidates for job vacancies may be from existing staff or from outside sources. All existing or new positions within the organization require a job posting.

#### **Employment Checks, References and Recommendations**

CKO checks the employment references of all final candidates for employment. Offers of employment are contingent upon obtaining satisfactory reference checks. In order to protect an applicant's privacy, reference checks are not made unless the candidates' permission is obtained.

*\* Successful applicants will be given an offer of employment conditional upon the provision of their consent to a criminal background check and an employment reference check. Without such agreement, or if the results of such checks are unsatisfactory to the Association, the offer of employment will be withdrawn.*