

**Berkshire County Regional Employment Board, Inc.  
Berkshire County Connecting Activities Program**

**Criminal Offender Record Information (CORI) regulations for High School Internship Programs**

**Are schools required to CORI check all of their host employers who are providing work-based-learning opportunities to students?**

According to Massachusetts General Law 71, § 38R as interpreted by the Department of Elementary & Secondary Education (DESE), the applicability of the CORI law to private employees in school-to-work settings or sites for vocational work placement depends on the placement. For example, in many settings the employees of a private company will never have "direct and unmonitored contact" with students. In those circumstances, the CORI law would not require the school to conduct criminal record checks on the private company's employees. In contrast, **if the school is sponsoring the placement of a student in a one-on-one setting with an adult, such as in an apprenticeship or special needs program, it may be appropriate for the school to conduct a CORI check on the employee/supervisor or other employees who may have direct and unmonitored contact with the student.**

**In good practice, can a school district opt to CORI check all of the main supervisors of students in all work-based-learning settings?**

Yes. The BCREB advises school administration determine what is most appropriate and desirable for their districts in regards to this matter and a formal policy be established to reflect this preference. In making these determinations and in making appropriate changes to contracts and agreements school districts deem necessary to meet the requirements of the CORI law, school districts are advised to please consult with their legal counsel.

**What organizations can run the CORI checks on employers?**

It is advised the school districts run the CORI checks on employers who are providing work-based-learning opportunities to their students. School districts are encouraged to be mindful of the long duration of time it may take to receive the records; therefore appropriate planning time is advised to ensure the duration of the work-based-learning experience is not affected by this process.

**What if an employer refuses to allow a CORI check be conducted?**

The BCREB advises school districts in this situation to use their most preferred judgments in determining whether or not a student(s) should be placed with a particular employer. This and additional school district approved CORI regulations should be outlined and addressed in a district formal policy as mentioned above.

For additional information regarding Criminal Offender Record Information (CORI) regulations, please visit the Massachusetts Executive Office of Public Safety and Security (EOPSS) at: [www.mass.gov](http://www.mass.gov)