

Background Check Policy

Producer must maintain a commercially reasonable standard of background checks for all employees, participants, talent, and crew (consistent with both industry standards and Google's standard background check requirements which are available upon a request to YouTube Legal and YouTube Production), and comply with all Laws. If requested by YouTube, Producer must provide details of their background check process and standards to YouTube Legal. Producer is responsible for ensuring that the checks are completed and any issues raised and resolved on a timely basis prior to production, and that they are conducted in accordance with all Laws. YouTube reserves the right to audit and assess Producer's background check process.

Producer should consider requiring medical exams, full or partial background checks, psychological evaluations and/or debriefing, depending on the nature of the production, type of participants, and other circumstances. The budget must include any associated costs, and the schedule must be able to accommodate any turnaround times for reviewing results and resolving any concerns.

- **Crew:**
 - Producer must discuss with its Production Counsel any results that suggest that the individual may not be able to legally participate in the program, is likely to assert legal claims, or could present a risk to themselves or others.
 - Drivers' checks MUST be performed on any (non-union) crew member whose main responsibility is to drive or who drives talent or other crew members in accordance with U.S. Department of Transportation Compliance requirements. This may include pre-employment screening, driver hours, log requirements, and drug and alcohol testing.
- **Participants:** Producer must report to YouTube Legal any knowledge of issues that bear on the suitability of including a participant in a program as soon as possible. Further, YouTube reserves the right to independently identify participant-related issues and/or send applicable background check requirements. Such issues and requirements include, but are not limited to:
 - **Reputational Issues:** Participants who could prove embarrassing to the program or YouTube (e.g., participant has pornographic photos online, participants posted insensitive comments on social media about race).
 - **Operational Issues:** Participants who may be barred, contractually or otherwise, from appearing in the program.
 - **Safety Issues:** Participants who are identified as presenting a higher-than-normal risk of safety issues due to conduct and/or contentious or adversarial relationships.
 - **Filming with Minors:** As a default on every YouTube project that has minors (i.e., under 18 years of age) participating, subject to applicable laws for a jurisdiction (e.g., any U.K. limitations as to who can be DBS/background checked), a Level 1 background check is required (including national criminal and sex offender registry) on at least any talent or crew that will be regularly interacting with any minors (e.g., a camera operator, director and/or producer) to ensure there's always a "cleared" individual adjacent to the minor.

Please review the [Medical & Psychiatric Counsel](#) article for the requirements on medical and psychiatric diligence.