









# LEVEL 2 (CRJMC / ENHANCED) VS VULNERABLE SECTOR CHECK



A COMPREHENSIVE COMPARISON FOR SMARTER HIRING DECISIONS

OPERATIONAL & PRACTICAL FACTORS	LEVEL 2 (CRJMC / ENHANCED)	VULNERABLE SECTOR CHECK
 AVAILABILITY	✓ Available through accredited third-party providers	✗ Local police only (or BC CRRP)
 TYPICAL TURNAROUND	✓ 15 minutes to a few hours	✗ Days to weeks (longer with fingerprints)
 CANDIDATE EXPERIENCE	✓ Fully digital, mobile-friendly, no in-person visit	✗ Online application in many jurisdictions; in-person visit often required for fingerprinting
 HIRING AT SCALE (MULTI-PROVINCE)	✓ Unified national workflow (CPIC, PIP, niche databases)	✗ Fragmented by jurisdiction (local police routing)
 FINGERPRINTS	✓ Rare (only for identity match)	✗ Frequently required (name, gender & DOB match the pardoned database)
 PORTABILITY ACROSS ROLES	✓ Reusable within reason	✗ Required per position (Criminal Records Act)
 TWO-STAGE CONSENT (ONTARIO, PRCRA)	✓ Automated in the digital workflow	✗ Handled manually at police service intake
 USE OUTSIDE CANADA	✓ Results can be shared with overseas parent or partner organizations, subject to consent	✗ Results released only to organizations located in Canada

## CORE CRIMINAL RECORD INFORMATION (BOTH CHECKS INCLUDE THIS EQUALLY)

INFORMATION TYPE	LEVEL 2 (CRJMC / ENHANCED)	VULNERABLE SECTOR CHECK
 Criminal convictions where no record suspension has been granted	✓	✓
 Findings of guilt under the Youth Criminal Justice Act, within disclosure windows	✓	✓
 Outstanding charges and warrants to arrest	✓	✓
 Absolute discharges (within one-year window) and conditional discharges (within three-year window)	✓	✓
 Court orders against the individual	✓	✓


## WHERE THE VULNERABLE SECTOR CHECK GOES FURTHER (WITH IMPORTANT CAVEATS)

ADDITIONAL SCREENING AREA	LEVEL 2	VSC
 Pardoned sex offender database (Schedule 1)	✗ Not included	✓ Included*
 Findings of "not criminally responsible on account of mental disorder" for certain offences, within disclosure windows	✗ Not included	✓ Included
 Non-conviction information from local police records	✗ Not included	! Possible (rare; strict PRCRA test applies)

\* Post-2012 *Criminal Records Act* amendments (s. 4(3)) restrict who can receive a record suspension for a Schedule 1 offence. Only narrow exception-criteria records qualify for sequestration.

## WHERE NEITHER CHECK PROVIDES COVERAGE

COVERAGE GAP	LEVEL 2	VSC
 Sex-related offences committed outside Canada	✗	✗
 Provincial or international sex offender registries	✗	✗



### IMPORTANT NOTE

Both checks are powerful tools, but they serve different purposes and operate under different legal frameworks. Choose the right check for the role, risk, and regulatory requirements.



**KEY INSIGHT**



**LEVEL 2 CHECKS**  
Optimized for speed, scalability, and digital workflows—ideal for high-volume hiring across Canada.



**VULNERABLE SECTOR CHECKS**  
Designed for high-risk roles involving vulnerable populations, with deeper—but narrower—screening layers and stricter legal thresholds.