

Administration of Criminal Background Checks Guidelines

1. Disqualification

Criteria: In order to make sure that all staff are treated fairly and Consistently, we will use the following disqualification criteria: Individual staff members found to be guilty of the following crimes will be Disqualified as a staff member as outlined below. Guilty means the applicant Was found guilty following a trial, entered a guilty plea, entered a No contest plea accompanied by the court's finding of guilty, Regardless of whether there was an adjudication of guilt (conviction) Or a withholding of guilt. This policy does not apply if criminal Charges resulted in acquittal, dismissal or in an entry of "nolle prosequi":

- a) Ever found to be guilty of:
 - All sex offenses including child molestation, rape, sexual assault, sexual battery, sodomy, indecent exposure, etc.
 - All felony violence including murder, manslaughter, aggravated Assault, kidnapping, robbery, aggravated burglary, etc.
- b) Found to be guilty within the past 10 years of:
 - All felony offenses other than violence or sex including drug offenses, theft, embezzlement, fraud, child endangerment, etc.
- c) Found to be guilty within the past 7 years of:
 - All misdemeanor violence offenses including, battery, Domestic violence, hit & run, etc.
- d) Found to be guilty within the past 2 year or multiple offenses in the past 5 years of:
 - Misdemeanor drug and alcohol offenses including driving under the Influence, possession of drug paraphernalia, etc.
- e) Any other misdemeanor within the past 5 years that would be considered a potential danger to children or is directly related to the functions of the staff member including contributing to the Delinquency of a minor, providing alcohol to a minor, theft- if Volunteer is handling funds, etc.

Should any of the pending charges described above be uncovered, or Should any of the above charges be brought against an applicant during the Season, the applicant shall be suspended from serving until such time as The charges have been cleared or dropped and the Conduct Official has Approved reinstatement.