

Policies of the Board of Education

Series 500: Personnel

**PRE-EMPLOYMENT BACKGROUND CHECKS**

533.1

Employees recommended for district employment shall be subject to pre-employment background checks, including criminal background checks. Conviction records shall not be used or considered in making employment decisions unless the convictions are substantially related to the circumstances of the particular job.

A prospective adult applicant who provides false statements, incomplete statements, and/or misrepresentations or fails to disclose any convictions may be subject to disqualification or dismissal. The district may also inquire about an arrest on a pending charge if the accusations of the charge substantially relate to the circumstances of the particular job or licensed activity.

Adopted: August 2010