

## PERSONNEL

### Employee Submission to Background Check Upon Arrest

~~Employees who are charged with the commission of a felony; a misdemeanor involving (i) sexual assault, (ii) obscenity and related offenses, (iii) drug related offenses, (iv) moral turpitude, (v) the physical or sexual abuse or neglect of a child, or the equivalent offense in another state, are required pursuant to School Board Policy 4-5 to notify the Superintendent no later than the first working day after such charge.~~

Employees who are charged by summons, warrant, indictment, or information with the commission of a felony, a misdemeanor involving: (i) sexual assault; (ii) obscenity and related offenses; (iii) drugs; (iv) moral turpitude; or (v) the physical or sexual abuse or neglect of a child; or an equivalent offense in another state~~crime listed above~~ are required to submit to an FBI background investigation as the result of such charge. Therefore, within two working days of such charge, an employee shall: ~~(i) contact the Department of Human Resources to obtain the necessary forms for the FBI background investigation and (ii) complete all steps necessary to initiate such investigation, including but not limited to, completing necessary paperwork, making reporting to the Virginia Beach Police Department with~~ appropriate payment for the cost of the fingerprinting or criminal records check and submitting to fingerprinting.

Employees who fail to comply with the requirements of this regulation will be recommended for dismissal.

### Related Links

School Board **Policy 4-5**

### Legal Reference

Code of Virginia § 19.2-83.1, as amended. Report of arrest of school employees and adult students for certain offenses.

Code of Virginia § 22.1-296.1, as amended. Data of convictions for certain crimes and child abuse and neglect required; penalty.

Code of Virginia § 22.1-296.2, as amended. Fingerprinting required; reciprocity permitted.

Approved by Superintendent: March 20, 1998

Amended by Superintendent: August 16, 2021