**Board Policy G-23:**
Background Checks and Self-Reporting

**REFERENCES**

G-23: Administrative Procedures, Background Checks and Self-Reporting  
Utah Code Ann. §53-10-108, Restrictions on access, use, and contents of [Criminal Investigations and Technical Services Division] records  
Utah Code Ann. §53-10-211, Notice required of arrest of school employee for controlled substance or sex offense  
Utah Code Ann. §53G-11-401 et seq., Background Checks  
Utah Code Ann. §76-5-101 et seq., Offenses Against the Person  
Utah Admin. Code R277-217, Educator Standards and Local Education Agency (LEA) Reporting  
Utah Admin. Code R277-316, Professional Standards and Training for Non-licensed Employees and Volunteers  
Board Policy P-4: Discipline of District Employees

**THE POLICY**

The Salt Lake City School District Board of Education requires all offers of district employment or appointment to individuals who are 18 years old or older to be contingent on submission to a nationwide, fingerprint-based criminal background check and ongoing monitoring in accordance with state law. Individuals subject to these requirements include both licensed and non-licensed employees, certain volunteers, and any temporary employees contracted through a staffing service. Before hiring an individual to work as an employee, the district will also seek to obtain references and a discipline record, including any employment action taken or discipline imposed for the physical or sexual abuse of a child or student, from the applicant's prior employer(s). Similarly, before authorizing an individual to perform certain volunteer services in the district, the district will obtain all necessary background information.

Subsequent criminal background checks will also be completed at the time of license renewal for licensed employees and every five years for non-licensed employees. At any time while employed by the district, when reasonable cause exists, an employee will be required to submit to a criminal background check.

As a condition of continued employment or service, the board requires employees and certain volunteers to report their arrest, citation (other than for minor traffic violations or parking tickets), plea in abeyance, or conviction to their immediate supervisor or the executive director of human resource services within 48 hours of such an occurrence.

The purpose of this policy is to maintain a safe learning and working environment in the district for students, employees, and patrons.

The district has set forth its specific processes for implementing this board policy through the accompanying administrative procedures.