



## **National Background Check Results: Disqualifying Offenses for Employees, Instructors and Volunteers**

A person should be disqualified and prohibited from employment, instructing and volunteering with RCRC if the person has been found guilty of the following crimes:

Guilty means that a person was found guilty following a trial, entered a guilty plea, entered a no contest plea accompanied by a court finding of guilty, regardless of whether there was an adjudication of guilt (conviction) or a withholding of guilt. This recommendation does not apply if criminal charges resulted in acquittal, Nolle Prose, or dismissal.

### **SEX OFFENSES**

**All sex offenses** – Regardless of the amount of time since offense.

*Examples include:* child molestation, rape, sexual assault, sexual battery, sodomy, prostitution, solicitation, indecent exposure, criminal sexual conduct, lewd act upon a minor.

### **FELONIES**

**All violent felony offenses – Employment:** May be considered 5 years after the date of release depending on the job applied for. Felony violent offenders will not be allowed to work directly with the vulnerable population.

**Volunteers and Instructors:** Regardless of the amount of time since offense.

*Examples include:* murder, manslaughter, aggravated assault, kidnapping, robbery, aggravated burglary, etc.

**All felony offenses other than violence or sex** – within the past 5 years.

*Examples include:* drug offenses, theft, embezzlement, fraud, etc.

### **MISDEMEANORS**

**All misdemeanor violence offenses** – within the past 3 years.

*Examples include:* simple assault, battery, criminal domestic violence, etc.

**Two (2) or more misdemeanor drug & alcohol offenses** – within the past 3 years.

*Examples include:* driving under the influence, simple drug possession, drunk and disorderly, public intoxication, possession of drug paraphernalia, etc.

### **ANY OTHER FELONY OR MISDEMEANOR**

**Any** that would be considered a potential danger to children - Regardless of the amount of time since offense.

*Examples include:* contributing to the delinquency of a minor, child endangerment, etc.

**Any felony or misdemeanor conviction** for which an individual accepted through plea bargaining or other legal action a lesser plea conviction than the original charge that involved any of the above listed offenses.