
E-2l(2) POLICY Criminal Background Checks Prior to Filling a Regular Position

Consequences of Criminal History

The College may, subject to the limitations set forth herein, consider the CBC of each of the applicants in determining which of the applicants is best qualified for the position in question, or whether additional applicants should be selected to be interviewed for the position.

Unless there is a reasonable connection between the nature of the misconduct and the applicant's qualifications for the position, a criminal conviction or arrest will not be considered by the College in determining whether an applicant is the person best qualified for a position. Thus, for example, if a position involves handling significant amounts of the College's money, an applicant's conviction for embezzlement would be properly considered in determining the applicant's qualifications for the position. In determining whether an applicant's criminal history should be factored into the hiring decision and the weight to be given that factor, the College will consider:

- The date, nature and number of arrests and convictions;
- The relationship which the arrest or conviction bears to the duties and responsibilities associated with the position;
- Other criteria which are determined by College administrators to be relevant.

Application of Policy to Specified Positions

If the position to be filled involves specified program or course duties, such that SCC Policy E-2k is applicable, then an applicant shall not be eligible for employment in that position if he or she has a criminal history which is judged to be disqualifying. If the criminal history is determined not to be disqualifying, the College may nevertheless consider the criminal history of applicants for such positions in determining which of the applicants is best qualified for the position in question. Under such circumstances, the procedures set forth under the heading "Consequences of Criminal History," shall apply.

Adopted Date: 10/17/2006