

The Carl Jackson Foundation

Criminal Background Screening Policy

Purpose

The Criminal Background Screening Policy is in effect to protect participants being served by volunteers in all youth programs offered by The Carl Jackson Foundation (CJF).

Policy Statement

An annual background screening is required for all volunteers that work with all youth programs. All information will be confidential and will not be discussed outside of the process.

Implementation Process

1. All background checks are performed by an agency contracted with CJF and qualified to do national background checks.
2. The CJF will notify the volunteer if disqualifiers are discovered through the screening procedures. The volunteer may withdraw their name from consideration or request a review.
3. The CJF is under no obligation to accept any applicants and reserves the right to select or reject applicants based on what it deems to be in the best interest of its youth program and participants.

Criminal Background Screening Disqualifiers

1. All sexual offenses, regardless of the amount of time since the offense. Examples include, but are not limited to child molestation, rape, sexual assault, sexual battery, sodomy, prostitution, solicitation, indecent exposure.
2. All felonies that constitute offenses against a person, regardless of the amount of time since the offense. Examples include but are not limited to murder, manslaughter, aggravated assault, kidnapping, robbery, aggravated burglary.
3. All felony offenses other than those against a person within the past ten (10) years. Examples include, but are not limited to: drug offenses, theft, embezzlement, fraud, child endangerment, burglary.
4. All misdemeanor violence offenses within the past seven (7) years. Examples include, but are not limited to simple assault, battery, domestic violence, hit & run, etc.
5. Any other misdemeanor offenses within the past five (5) years that would be considered a potential danger to children. Examples include but are not limited to contributing to the delinquency of a minor, providing alcohol to a minor, etc.
6. Misdemeanor drug and alcohol offenses within the past three (3) years. Examples include, but are not limited to driving under the influence, simple drug possession, drunk and disorderly, public intoxication, etc.

Pending Cases

A volunteer should inform the CJF of any charge(s) filed against them, between the original application submission and the date of a youth program, which, if convicted, would cause them to be disqualified as stated in this policy.