

CRIMINAL BACKGROUND CHECKS

A criminal background check shall be conducted on all applicants and current employees at each institution. Individuals convicted of a felony or crime involving moral turpitude will not be eligible for employment. Employees hired in violation of this policy will be subject to termination in accordance with the *Alabama Fair Dismissal Act*. Applicants and current employees convicted of a felony or crime involving moral turpitude must obtain a recommendation from the President for the Chancellor's approval that the applicant or current employee is suitable for employment. Factors to be considered in determining whether the individual is suitable include, but are not limited to: (a) the proximity or remoteness in time of the conduct; (b) the risk of harm to persons or property of the institution; (c) the likelihood of the recurrence of the questioned conduct; or (d) any extenuating circumstances. Current employees determined to be unsuitable for employment based on a felony conviction or conviction of a crime involving moral turpitude shall have the right to appeal directly to the Chancellor. Within 10 days, any employee convicted of a felony or crime involving moral turpitude subsequent to a criminal background check must report the conviction to the President.