

EASTERN SCHOOL DISTRICT

ADMINISTRATIVE REGULATION

SUBJECT: **Criteria for Adjudicating a Criminal Abstract**

EFFECTIVE DATE: October 14, 1998

SUPERSEDES:

CROSS REFERENCE:

PAGE: 1

If a Criminal Record Check shows that a candidate for probationary employment or a District employee has a criminal record, the Director of Human Resources and Administration or designate will request a Criminal Abstract to obtain further information on the criminal act.

The following factors will be considered to determine if the individual will be offered employment or continue to be employed with the Eastern School District:

1. Nature of the crime.
2. When the crime took place.
3. Likelihood for the individual to commit a similar crime.
4. Potential danger to children and other employees in the school system.
5. Need to comply with Human Rights Legislation or other federal or provincial laws.
6. Other relevant information received.

After considering the above criteria, the Director of Human Resources and Administration or designate, in consultation with the legal counsel and the immediate supervisor of the position, will determine whether the individual should be offered employment or continue to be employed with the Eastern School District.

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