

COUNTY OF SAN DIEGO, CALIFORNIA
BOARD OF SUPERVISORS POLICY

Subject

Criminal Background Check Policy

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Purpose

To establish a policy that protects the interest and safety of our children and the public through the use of criminal background checks on all volunteers and new employees who are in direct contact with children under the age of 18.

Background

County employees and volunteers interact with children as part of their daily work assignments. They provide an array of services that promote the health and well being of children. Children by their very nature are a vulnerable group and for this reason it is imperative that they not be inadvertently placed in harm's way. Criminal background checks are a key component in determining an applicant's suitability for employment. They ensure the timely identification of any criminal history that is incompatible with the activities and interactions required by the job, especially with those that involve children.

Policy

It is the policy of the Board of Supervisors that for all new hires and volunteers:

1. a criminal background check will be conducted as a condition of employment including a check for all sex offenses;
2. the results of a criminal check may be considered disqualifying, depending on the nature of the conviction(s) and any proposed duties having direct contact with children under the age of 18; except for
3. sex related convictions, as defined by California Education Code Section 44010, which are an automatic disqualification for employment either paid or volunteer basis, for positions that involve contact with children under the age of 18; and
4. contract providers that have direct contact with children under the age of 18 are prohibited from using personnel that meet the aforementioned disqualifying criteria.

Sunset Date

December 31, 2021

Board Action

01-28-03 (21)

12-9-08 (33)

10-28-14 (21)

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CAO Reference

1. Department of Human Resources