602.3 - Criminal History Background Checks – Job Applicants/Employees

Purpose:

To establish Bismarck State College’s policy to address conducting criminal history background checks.

Policy:

Criminal history background checks are authorized and required before a person may begin employment with Bismarck State College.

As stated in SBHE Policy 602.3, a nationwide Federal Bureau of Investigation (FBI) criminal history records check (CHRC) is required before beginning employment in the following positions:

a. Police Officer; and
b. Security Guard.

Convictions are not an absolute bar to employment but will be considered in relationship to the job requirements.

References:
SBHE Policy: 602.3 Job Applicant/Employee Criminal History Background Checks
NDUS Procedure: 602.3 Job Applicant/Employee Criminal History Background Checks
NDCC Section 12-60-24

History of This Policy:


Reviewed by Campus Council on August 21st, 2023, and reviewed by the Executive Council on August 28th, 2023, and approved by the President on September 21st, 2023.