PBA BACKGROUND CHECK GUIDELINES SUMMARY

Application for employment/volunteer will be rejected if applicant's record indicates a pattern of criminal behavior and/or applicant has committed any of the following **at any time**:

- Any offense against a child
- Any offense involving domestic violence
- Any sexual offense or is a registered sex offender
- Any acts of lewd of lascivious conduct
- Any offense involving violence resulting in injury or death
- Any offense involving use of a firearm or deadly weapon
- Any offense involving stalking, kidnapping or harassment
- Any offense involving distribution or sale of a controlled substance
- Any active warrants

Application for employment/volunteer will be rejected if applicant has committed any of the following **within the past 1.5 years**:

- Any single offense for a DUI or DWI
- Any offense involving theft, forgery, or fraud

Application for employment/volunteer will be rejected if applicant has committed any of the following **within the past 10 years**:

- Two or more DUI or DWI's
- Any felony offense
- Any felony drug offense
- Any offense for possession of a controlled substance
- Any offense involving theft, forgery, or fraud with a value of $1,500 or more

Application for employment/volunteer will be rejected if applicant has committed any of the following **within the past 15 years**:

- Any offense involving violence to another without the use of a firearm or deadly weapon

Any and all issues that fall outside of the current policy are to be addressed by the Board of Directors or appointed representative.

All arrests must be reported to PBA within 72 hours, at which time the application will be suspended until the case is closed.