



Criminal Background Check Acknowledgement and Authorization Form Creighton University Children and Vulnerable Adult Policy

If a criminal background check reveals adverse information or unfavorable results, the University will conduct an individualized assessment using criteria designed to identify potential risk to children and vulnerable adults. A prior conviction shall not automatically disqualify a person from participating in a program or activity. The results of background checks conducted under this policy will be used only for the purposes of this policy, except that Creighton University reserves the right to take appropriate action with respect to employees, students, and/or volunteers who may have falsified or failed to disclose convictions that could disqualify them from employment that were revealed as a result of the background check, including and up to immediate termination.

A conviction of a felony or misdemeanor or a pending charge, **by itself**, does **not** disqualify an individual from participating in a non-sponsored event. However, consideration should be given to:

- Crimes against people
- the number of convictions;
- the nature, seriousness and date(s) of occurrence of the violation(s);
- rehabilitation;
- relevance of crime committed in relation to position;
- state or federal requirements related to the position; and
- other evidence demonstrating an ability to perform the job competently and free from posing a threat to the health and safety of others.

A decision not to permit an individual to participate in a program or activity covered by this policy based on the results of a background check will be made by the Office of Equity and Inclusion, the Office of the General Counsel, or others as needed.

Confidentiality: The handling of all records and subject information will be strictly confidential and revealed only to those required to have access. Any breach of confidentiality will be considered serious and appropriate disciplinary action will be taken.