

# Gresham-Barlow SD 10

Code: **GCDA/GDDA**  
Adopted: 1/04/96  
Readopted: 11/01/01; 5/02/02; 2/04/10;  
10/02/14; 6/09/16  
Orig. Code(s): GCDA/GDDA

## **Criminal Records Checks/Fingerprinting**

In a continuing effort to further ensure the safety and welfare of students and staff, the district shall require criminal records checks and fingerprinting of all employees. Others having direct, unsupervised contact with students shall also have criminal records checks and fingerprinting, as required by ORS 326.603. "Direct, unsupervised contact" means contact with students that provides the person opportunity and probability for personal communication or touch.

In addition to the employees, such checks shall be required of the following:

1. All school district contractors and/or their employees, whether employed part-time or full-time;
2. All volunteers in our schools and any school sponsored activity or event, who will have direct, unsupervised contact with students;
3. All contractors and/or their employees who provide early childhood special education or early intervention services in accordance with rules established by the Oregon Department of Education, Child Care Division;
4. Any community college faculty member providing instruction at the site of an early childhood education program or at a school site as part of an early education program;
5. An individual who is public charter school employee or volunteer.

An individual who has failed to disclose the presence of criminal convictions that would not otherwise prevent his/her employment with the district as provided by law may be employed or contracted with by the district. The district's use of criminal history must be relevant to the specific requirements of the position, services or employment.

The district shall not begin the employment of an individual or terms of a district contractor before the return and disposition of criminal record checks and/or fingerprinting. The service of a volunteer will not begin before the return and disposition of a criminal records check.

The superintendent shall develop administrative regulations as necessary to meet the requirements of law.

END OF POLICY

**Legal Reference(s):**

[ORS 181.555](#)

[ORS 326.603](#)

[ORS 326.607](#)

[ORS 336.631](#)

[ORS 342.143](#)

[ORS 342.223](#)

[OAR 414-061-0010](#)

[OAR 581-021-0500](#)

[OAR 581-022-1730](#)

[OAR 584-036-0062](#)

Title VII of the Civil Rights Act of 1964, as amended, 42 U.S.C. § 2000e, et. seq. (2012).

**Cross Reference(s):**

ICC - Volunteers