



Background checks will be conducted on all prospective volunteers. Individuals may be disqualified from serving as a volunteer if they have been convicted of a criminal offense notwithstanding:

- A. Criminal charges which were subsequently dropped and the applicant was never prosecuted for the crime; or
- B. The criminal charges resulted in a non-conviction, such as probation, deferred adjudication, or deferred disposition; or
- C. The criminal conviction was subsequently expunged from the applicant's record as the result of appropriate legal proceedings.

Persons found guilty of the following crimes will be prohibited from volunteering:

#### SEX OFFENSES

- All sex offenses (misdemeanor or felony) – regardless of the amount of time since offense

#### FELONIES

- All felony violence – regardless of the amount of time since offense
- All felony offenses other than violence or sex within the past 10 years.

#### MISDEMEANORS

- All misdemeanor violence offenses within the last 7 years
- Any other misdemeanor within the past 5 years that would be considered a potential danger to children or is directly related to the functions of that volunteer.
- All misdemeanor drug and alcohol offenses within the past one year or multiple offenses in the past five years.

Anyone who has been charged with a felony offense or disqualifying misdemeanor that is pending in court will not be considered for volunteer service until the official adjudication of the case. Any volunteer determined eligible to participate in youth programs and subsequently arrested, charged, committed, and/or found guilty of any disqualifying offense shall immediately notify the Holly Springs Parks and Recreation Department. Failure to notify the department will result in disciplinary consequences and /or removal from volunteer service.

Volunteer appointments are made at the discretion of the Parks & Recreation Department. Clean background screening qualification does not guarantee assignment as a volunteer.