

POLICY: 4.1.9. (III.W.)

Background Investigations

Revised: December 6, 2012; March 1, 2012

Last Reviewed: April 23, 2015

Adopted: April 3, 2008



POLICY:

It is the policy of the Technical College System of Georgia [TCSG] that all reasonable measures will be taken to provide a safe and secure environment for employees, students, visitors, contractors, and other individuals working in, attending, and/or visiting any TCSG System Office work unit or technical college. Based on this objective, a thorough background investigation, including a criminal history records check, shall be conducted on the recommended candidate for any full- or part-time position with the TCSG System Office, or any associated technical college before a hiring decision is finalized.

The successful completion of a criminal history records check/investigation will also be required of any contractor/employee of a contractor who works in a full-time or regular, part-time capacity at any technical college, and whose work assignment(s) include direct contact with students and staff. Individuals with a documented record of criminal conviction(s), as well as those on active, reporting probation or with outstanding criminal charges or active arrest warrants may be ineligible for employment. The Commissioner shall establish a standardized procedure for background investigations and eligibility for employment which shall be followed by all technical colleges and the System Office.

RELATED AUTHORITY:

O.C.G.A. § 20-4-11 – Powers of the Board
O.C.G.A. § 20-4-14 – TCSG Powers and Duties
O.C.G.A. Title 16, Crimes and Offenses
O.C.G.A. § 16-11-5
O.C.G.A. Title 17, Criminal Procedures
O.C.G.A. § 17-10-6.1 (Serious Violent Felonies)
O.C.G.A. § 35-3-30 et seq.
O.C.G.A. § 42-8-60, et seq.
O.C.G.A. § 45-3-11
O.C.G.A. § 45-23-1 et seq. Drug-free Workplace Act of 1990
O.C.G.A. § 50-5-83
Rules of the Georgia Crime Information Center Council
15 U.S.C. 1681