

FRISCO CARES  
POLICY STATEMENT FOR DISQUALIFICATION  
OF INDIVIDUALS WITH CRIMINAL BACKGROUNDS



1. POLICY STATEMENT – Frisco Cares provides medical care in Frisco and the surrounding community. In recognition of the increasing incidents of crimes against children by volunteers of organizations to which children belong, Frisco Cares has determined that certain individuals should be disqualified from having patient contact. The Frisco Cares Board of Directors reserves the right to disqualify any applicant who has ever been convicted of any disqualifying offense, been on probation or received deferred adjudication for any disqualifying offense, or has presently pending any criminal charges of any disqualifying offense before a determination of guilt is made, including any person who is presently on deferred adjudication.
2. DETERMINATION OF DISQUALIFYING CRIMES – The determination of whether a particular crime involves moral turpitude, which results in the right to disqualify, shall be made by Frisco Cares in its sole discretion.

Without in any way limiting those crimes, which Frisco Cares may determine to involve moral turpitude, Frisco Cares offers the following examples as guidelines.

- A. Crimes involving moral turpitude include sex related offenses, child related offenses, drug and alcohol related offenses, weapons offenses, felony robbery/burglary offenses, fraud related offenses and crimes against persons and property.
  - B. Crimes that do not involve moral turpitude include minor traffic violations if limited in number, shoplifting misdemeanors if limited in number, and misdemeanor matters arising out of organized civil disobedience activities.
3. GUIDELINES FOR DETERMINING Disqualification – If Frisco Cares determines that an applicant has a background of one or more disqualifying crimes, Frisco Cares may, in its discretion, disqualify the applicant from patient contact and/or participation in Frisco Cares activity. Frisco Cares recognizes that there may be instances where previous criminal conduct does not pose a threat to the children involved in Frisco Cares and should not result in disqualification from Frisco Cares. Without in any way limiting the discretion of Frisco Cares to determine on an individual basis whether or not criminal conduct should result in disqualification, Frisco Cares offers the following examples as guidelines:
    - A. AUTOMATIC DISQUALIFICATIONS – Sex related offenses, child related offenses, murder, felony burglary/robbery offenses. These would result in automatic disqualification regardless of the existence of any extenuating circumstances.
    - B. All other offenses not described above may result in disqualification in the discretion of the Frisco Cares Board of Directors. Determining factors of disqualification would include the following:
      1. The nature and severity of the criminal conduct
      2. The length of time since the criminal conduct occurred
      3. The age of the applicant at the time of the criminal conduct
      4. Personal references
      5. Job History
      6. Standing in the community
      7. Other factors Frisco Cares may deem appropriate under the circumstances

4. PROCEDURES – In order to screen prospective volunteers and Contract Labor to identify and disqualify those who have criminal conduct histories, Frisco Cares shall utilize the following procedures:
  - A. VOLUNTEER/CONTRACT LABOR APPLICATION – Must be completed by every individual applying to volunteer/work with Frisco Cares. This includes a disclosure in writing of any previous criminal history.
  - B. REFERENCES – Each prospective volunteer/employee shall provide three or more character references and shall authorize Frisco Cares to contact those references to make inquiry concerning the applicant.
  - C. PERSONAL INTERVIEWS – Each prospective volunteer/employee may be interviewed by members of the Frisco Cares Board of Directors.
  - D. CRIMINAL BACKGROUND CHECKS – Each prospective volunteer/employee shall give written authorization for a criminal background check by the Volunteer Center of North Texas (the agency selected by Frisco Cares to perform background checks) pursuant to the Criminal History Information Act as adopted by the 73rd Texas Legislature and as amended from time to time (the “Criminal Information Act”).