



Title	Crimes Barring Employment Policy
Department	Human Resources
Effective Date	6/2023
Review Date(s)	5/2024
Revision Date	

## **POLICY**

The following crimes would ordinarily bar employment with Enchanted Fairies. Convictions include conviction for committing the offense or for attempt, solicitation or conspiracy to commit any offenses listed below.

I. Crimes Against the Elderly/Disabled/Vulnerable Adults

All felony convictions (no time limit)

All misdemeanors convictions (no time limit)

Includes:

- Abuse, neglect or exploitation
- Financial exploitation of an elderly or disabled person
- Physical/mental injury or mistreatment/maltreatment
- Molestation, sexual misconduct and all sexual crimes
- Failure to report abuse or neglect or mistreatment

II. Crimes Against Children/Unborn Children

All felony convictions (no time limit)

All misdemeanors convictions (no time limit)

Includes:

- Abuse, neglect, abandonment
- Sex crimes
- Pornography
- Prostitution and prostitution-related crimes (e.g., taking a child for the purpose of prostitution)
- Sexual exploitation of a child
- Contributing to the delinquency of a minor
- Cruelty to children
- Endangering the life or health of a child
- Exploitation of a child
- Solicitation of a child
- Kidnapping or abduction
- Ritual mutilation, ritualized abuse of a child
- Sale or barter of a child

III. Depending on state laws, other convictions will be reviewed on a case by case basis as to when they occurred and the seriousness of the offense. The VP of Human Resources or their designee, must approve the hire of any persons having misdemeanor offenses.