

Rancho Santiago Community College District
ADMINISTRATIVE REGULATION
Chapter 7
Human Resources

**AR 7120.9 Employment After Conviction of a Sex or Narcotics Offense
And Employment of a Rehabilitated Narcotics Offender**

Reference(s):

Education Code 88022

No person shall be employed or retained in employment by the RSCCD who has been convicted of any sex offense (as defined in Section 87010) or controlled substance offense (as defined in Section 87011). If any person has such a conviction reversed or is acquitted of the charge in a new trial or charges are dismissed, this regulation does not prohibit the employment of the person thereafter.

The RSCCD Board of Trustees may employ a person convicted of a controlled substance offense if the Board determines that the person has been rehabilitated for at least five years. The process for making the determination is as follows:

1. The Vice Chancellor of Human Resources shall conduct an investigation of the employee who has been convicted of a controlled substance offense as defined in Education Code 87011.
2. The investigation shall include documentation of rehabilitation and the period of time the person has been rehabilitated.
3. If the Vice Chancellor of Human Resources determines that the employee appears to have been rehabilitated for the minimum of five years, the case shall be presented to the Board of Trustees.
4. Following review, the Board of Trustees may authorize the employee to be retained or rehired, if they determine that the employee has been rehabilitated for at least five years.
5. The determination of the Board of Trustees as to whether or not the person has been rehabilitated is final.

Responsible Manager: Vice Chancellor, Human Resources

Revised: August 11, 2014 (Previously AR 3524)

Revised: September 19, 2016