

Mount Vernon Nazarene University

**Employment/Volunteer Background Check Policy
October 2006**

Any drug-related offense
Any weapons-related offense
Other criminal convictions deemed to have an impact on the position sought.

Negative Result

A negative result of a background check includes, but is not limited to, a criminal conviction of the nature described above, inappropriate use of an invalid social security number, false educational credentials, false employment records, or any other criminal convictions that may have a negative impact on the job sought.

Course of Action:

Upon receipt of a negative result or other significant information, the Background Review Committee (Vice President of Academic Affairs/Academic Dean, Vice President of Finance and Management, Director of Human Resources) will review the nature