

5.3 Background and Reference Checks

a) In keeping with the “safe church” philosophy, and for the protection of the integrity of the Presbytery of Monmouth all staff and employees of Monmouth Presbytery that hired from the date this policy is approved by Monmouth Presbytery shall undergo both a reference and criminal background check by an appropriate agency selected by the Presbytery at that time. Such reference and background checks are to determine the candidate’s suitability for hire and service in a given position in Monmouth Presbytery. The cost incurred for reference and background check shall be paid for by Monmouth Presbytery.

b) Candidates who are seeking hire by Monmouth Presbytery and who are undergoing ecclesiastical and/or civil investigation, indictment, and/or trial are presumed innocent, unless convicted. However, dependent upon the nature of an alleged offense, and the nature of a position being applied for, said civil and/or ecclesiastical proceedings may constitute cause for delaying consideration of one’s potential employment with the Presbytery until all charges are dropped, dismissed, the candidate for a position is exonerated, for the charges, and/or the resulting action(s) are deemed by Monmouth Presbytery as irrelevant.

c) Employees and Staff of Monmouth Presbytery who are accused of an offense which may impact the integrity of their work or that of the Presbytery of Monmouth may face administrative leave or suspension. Conviction of civil and/or ecclesiastical charges which are related to the nature of one’s work for the Presbytery of Monmouth, or which compromises the working and relational trust of the employee or staff member with the Presbytery of Monmouth and its constituents while under the employ of Monmouth Presbytery may subject for review and have an impact upon one’s continued employment within the Presbytery (dependent upon the nature of the person’s position as an employee of Presbytery of Monmouth and the nature of the offense of which one may be convicted).