

10A NCAC 97C .1003 EMPLOYMENT OF THE POOR AND EXOFFENDERS

(a) Every consideration should be given to providing employment opportunities to poor persons who have been denied the benefit of formal education and who are willing to learn to perform new functions. Each grant recipient shall make certain that its recruiting procedures afford adequate opportunity for the hiring and advancement of people eligible to be served by the CSBG program. The attainment of a high level of education may be important to performance in certain positions. However, formal educational qualifications, unless required by state, federal, or local law, shall not be made a requirement for employment or advancement in either professional or non-professional capacities if a candidate has the ability to perform the duties of the position.

(b) Each grant recipient is expected to employ only persons who can perform their duties with competence and integrity. In the case of professional, fiscal, and managerial personnel, recent conviction of a serious crime shall be considered strong evidence of lack of fitness for the job. Before a grant recipient employs in any such capacity, a person who has been convicted of a serious crime, its governing body shall consider the matter in accordance with fair standards and procedures.

(c) In the case of other positions including clerical and non-professional jobs, criminal records by themselves shall not constitute a basis for disqualification for employment, but grant recipient shall require full disclosure of any such record by an applicant, and shall exercise prudent judgement in relation to the positions to be filled. The grant recipient must be prepared, where appropriate, to offer (or to ensure that other qualified agencies offer) supporting services to help in the rehabilitation of an employee having a prior conviction record.

*History Note: Authority G.S. 143B-10; 143B-276; 143B-277; 143-323(d);
Eff. December 1, 1983;
Pursuant to G.S. 150B-21.3A, rule is necessary without substantive public interest Eff. April 25, 2015.*