Rock Valley College

RVC Board Policy 3:20.030

Criminal Background Investigation

Consistent with the *Campus Security Enhancement Act of 2008*, 110 ILCS 12/1 et seq., Rock Valley College will conduct a criminal background investigation prior to onboarding any individual conducting official business on behalf of the College. Applicants are required to complete the Criminal Background Investigation Authorization and Waiver form. Employees who transfer or are promoted may be subject to background investigations as determined by the Vice President of Human Resources/Chief Human Resources Officer or designee.

All criminal background investigations will be conducted by the College Human Resources Department.

Pursuant to the Illinois Human Rights Act, 775 ILCS 5/2-103.1, the College will not refuse to hire or take any other adverse employment action solely on the basis of a conviction record without first providing the individual notice and an interactive assessment of whether there is a substantial relationship between the conviction and the position, or if granting employment would involve an unreasonable risk to College property or to the safety or welfare of the College's students and employees.

Reference: Board Report 7989, 8377
Implemented: March 24, 2009
Revised: April 8, 2014; October 25, 2022; April 28, 2026