

Purpose

To protect our members, partners, and the public we serve, HOSAR is instituting mandatory criminal background checks for all individuals holding any member position. This policy aligns with best practices for public-safety member organizations.

Scope

This requirement applies to all current members, officers and future officer roles, including but not limited to: Commander, Lieutenant Commander, Captains (Mounted, Air, UTV/UAV), Training Officer, Safety Officer, Logistics Officer, Director, Treasurer, Secretary, and any other board-appointed leadership roles with operational, financial, or supervisory authority.

Policy Summary

- **Effective Date:** March 01, 2026
- **Condition of Service:** All persons must successfully pass a criminal background check as a condition of membership and continued service.
- **Frequency:** At indoctrination, appointment or upon cause.
- **Scope of Check:** County, state, and national criminal records; sex-offender registry; and, where applicable, motor-vehicle records for roles involving driving HOSAR titled or registered vehicles or towing the same.

Disqualifying Offenses

The following **will not be accepted** for member service (including felony convictions, comparable misdemeanor offenses of moral turpitude, or any pending charges that would constitute these offenses if convicted):

1. **Crimes of Violence:** Homicide, manslaughter, assault/aggravated assault, battery, kidnapping, robbery, arson.
2. **Sexual Offenses:** Any sexual assault or abuse; indecent exposure involving minors; exploitation, solicitation, or pornography offenses; failure to register as a sex offender.
3. **Crimes Against Children or Vulnerable Adults:** Abuse, neglect, endangerment, abandonment, exploitation, or contributing to the delinquency of a minor.
4. **Domestic Violence & Stalking:** Any domestic-violence offense or order-of-protection violations; stalking or harassment with credible threats.

5. **Weapons Offenses:** Illegal possession, prohibited-possessor violations, unlawful discharge, or weapons trafficking.
6. **Burglary, Theft, and Property Crimes:** Burglary, robbery, felony theft, criminal damage involving risk to public safety (e.g., arson).
7. **Financial & Integrity Crimes:** Fraud, embezzlement, identity theft, forgery, bribery, public corruption, major insurance fraud.
8. **Drug Trafficking/Manufacture:** Distribution or manufacture of controlled substances.
9. **Impaired Driving (DUI/DWI): Any felony DUI/DWI; multiple DUIs** within the past **[5] years** for roles requiring driving.
10. **Obstruction of Justice/Public Administration:** Perjury, tampering with evidence, escape, resisting arrest with violence.
11. **Hate Crimes or Terroristic Threats:** Any offense motivated by bias or involving threats to public safety.

Note: Open/pending charges for any offense listed above will pause membership / appointment or lead to immediate suspension from member or officer duties pending final disposition.

Time-Bound / Conditional Disqualifiers

For certain non-violent, non-sexual offenses not listed above, the Board may consider the **nature of the offense, time elapsed, evidence of rehabilitation, and role risk**. As a guideline, a clean period of **[5–7 years]** may be required before eligibility is reconsidered.

Driving Roles

Any member or officer assigned to drive HOSAR vehicles or tow trailers with HOSAR vehicles attached must:

- Hold a valid driver's license appropriate to the vehicle class.
- Maintain an acceptable motor-vehicle record (e.g., no license suspensions or at-fault accidents indicating unsafe operation within **[3] years**).

Process & Confidentiality

- Candidates will receive instructions to authorize a third-party background check provider.

- Results are reviewed by the Commander and at least one Board officer (or a designated screening committee).
- Findings are kept confidential and maintained in secure files consistent with privacy laws. Only eligibility determinations (pass/fail and applicable conditions) are shared with operational leads or officers on a need-to-know basis.

Adverse Action & Appeals

- Applicants found ineligible will be notified in writing with a general reason for the determination.
- Individuals may submit clarifying documentation or **appeal in writing within [10] calendar days** of notice.
- The Board's decision on appeal is final.

Compliance

- Failure to complete the process, refusal to consent, or falsification/omission of material information is grounds for refusal of membership / immediate removal from an officer position.

Questions

Please direct questions to **BackgroundChecks@hosar.org**. Thank you for helping keep HOSAR worthy of the trust placed in us by our community and public-safety partners.

This memo establishes minimum eligibility standards for member positions. Nothing herein creates a contract of service; HOSAR reserves the right to modify or expand screening criteria based on mission risk, partner requirements, or applicable law.