



Excerpt from HISD on-line policy

[http://www.tasb.org/cgi-pol/do-policy-frame-verity.perl?orgno=101912&policy=DC\(L\)-X-101912.html](http://www.tasb.org/cgi-pol/do-policy-frame-verity.perl?orgno=101912&policy=DC(L)-X-101912.html)

**EMPLOYMENT  
RESTRICTIONS**

For the purposes of restricting employment of applicants with a criminal history record, "conviction" is defined as a finding of guilt or acceptance by the courts of a plea of guilty or nolo contendere. The District shall not employ an applicant who:

1. Is a convicted felon;
2. Is convicted of a misdemeanor involving moral turpitude. "Moral turpitude" is an act of baseness, vileness, or depravity in the private or social duties that a person owes another member of society in general and that is contrary to the accepted rule of right and duty between persons.
3. Is charged with a felony or misdemeanor involving moral turpitude, until there is a final disposition of the charge;
4. Is on probation for any offense (including a deferred adjudication probation) that would otherwise restrict employment.

Persons charged with a criminal offense that was dismissed through deferred adjudication may be considered for employment except when the charge was for capital murder; murder; voluntary or involuntary manslaughter; any felony theft offense; indecency with a child; injury to a child, elderly, or disabled individual; kidnapping; aggravated kidnapping; aggravated sexual assault; aggravated assault causing serious bodily injury; sexual assault of a child; aggravated robbery; any felony where a deadly weapon was used or exhibited; any felony related to the manufacture, delivery, or possession of marijuana, a controlled substance, or a dangerous drug.