



Catholic Diocese  
of Sioux Falls

# Background Check Review & Appeal Process

## Review

When a background check shows a conviction or pending conviction for an offense listed below, administrators and diocesan officials will consider, and may convene to discuss eligibility and suitability for employment or volunteering within the diocesan parish or Catholic School. Considerations for determining eligibility and suitability include:

1. nature of the ministry
2. nature of the offense
3. date of conviction
4. disclosure of the offense made by the applicant

## Disqualifying Offenses

A conviction or pending conviction of a disqualifying offense may result in disqualification or termination from employment or volunteering within a diocesan parish or Catholic school. In addition, the Diocese of Sioux Falls reserves the right to include within the offenses listed, any and all additional offenses or conduct determined to be inconsistent with its policies on conduct becoming of ministry. The list of non-inclusive list disqualifying offenses consist of:

- Abduction
- Abuse Against Anyone (all forms and types)
- Arson
- Assault
- Bestiality
- Burglary
- Child Endangerment
- Destruction of Property
- Embezzlement
- Forgery
- Human trafficking
- Incest
- Indecent exposure
- Intentional exposure to HIV infection
- Kidnapping
- Manslaughter
- Murder
- Pedophilia
- Possessing, manufacturing, distributing, and/or sale of child pornography
- Possessing, manufacturing, distributing, and/or sale of drugs
- Promotion of prostitution of a minor or vulnerable person
- Rape
- Robbery
- Sexual contact with a minor or vulnerable person
- Sexual contact with a person incapable of consenting
- Sexual exploitation of a minor or vulnerable person
- Solicitation of a minor or vulnerable person
- Stalking
- Terrorism
- Terroristic Threats
- Theft
- Any crime, court martial offense, or tribal offense committed in a place other than South Dakota that constitutes a sex crime and/or capital offense
- Any federal crime, court martial offense, or tribal offense that constitutes a sex crime and/or capital offense under federal law
- An attempt, conspiracy, or solicitation to commit any of the crimes listed

## Appeal

If it is decided the offense or pending offense on the individual's background check disqualifies them from employment or volunteering, the individual will be notified in writing by the diocesan parish or Catholic school and be given one month to provide a written appeal of the determination. Once the appeal is received, administrators and diocesan officials will consider, and may convene to discuss the appeal. The individual will be notified in writing of the final decision at least two weeks after the appeal is received.