

Employment Eligibility Determinations for Applicants with Prior Convictions*

(If any conviction was resolved **prior to age 21**, waiting period may be reduced to five (5) years)

Nature & Status of the Conviction	Absolute Bar until Charge is Resolved	Eligible Ten (10) Years After Completion of the Related Sentence Probation	Eligible Ten (10) Years After Conviction Date	Eligible Seven (7) Years After Conviction Date	Must Present Two (2) Years of Stable Work History for Review	Once Eligible , the Hiring Authorities are Instructed to Consider Date, Nature, and Job Relatedness
FELONY: Convictions Involving: "Moral Turpitude" Charges e.g. Rape, Murder, Theft, Bribery, Forgery, Embezzlement, Burglary, Assault, Child Molestation.	X	X			X	YES
FELONY: Drug Possession Only	X			X	X	YES
FELONY: All Others	X		X		X	YES
MISDEMEANORS: All						YES

<p>ALL PENDING CHARGES:</p> <p>Other than for Minor Traffic Offenses (DWI, Reckless Driving, Hit and Run are not Considered Minor).</p>	X					YES
<p>DEFERRED ADJUDICATION: If currently on Probation and/or Paying a Related Fine for a Charge Involving "Moral Turpitude".</p>	X					YES
<p>DEFERRED ADJUDICATION:</p> <p>If currently on Probation and/or Paying a Related Fine for Minor Traffic Offenses, and Other Misdemeanors or Drug Possession.</p>						NO
<p>DEFERRED ADJUDICATION:</p> <p>No Longer on Probation or Paying a Fine.</p>						NO

(*All current and/or future Texas laws related to employment of individuals with prior convictions will supersede these TWU guidelines)